# CISNEROS DECLARATION EXHIBIT 7 REDACTED VERSION (Part 4 of 5)

# **Appendix B: Materials Relied Upon**

# **Court Documents**

Plaintiffs' Notice of Motion and Motion for Class Certification, and Memorandum of Law in Support (October 1, 2012)

Consolidated Amended Complaint in Re: High-Tech Employee Antitrust Litigation (September 2, 2011)

Expert Report of Edward E. Leamer, Ph.D. (October 1, 2012)

Leamer Backup

Plaintiffs' First Set of Requests for Production of Documents (October 3, 2011)

Declaration of Tina M. Evangelista in Support of Opposition to Class Certification

Declaration of Chris Galy

Declaration of Danny McKell in Support of Defendant's Opposition to Plaintiff's Motion for Class Certification

Declaration of Donna Morris of Adobe Systems Inc. in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Declaration of Frank Wagner in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Declaration of Jeff Vijungco of Adobe Systems Inc. in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Declaration of Lori McAdams in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Declaration of Mason Stubblefield

Declaration of Michelle Maupin in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Declaration of Steven Burmeister in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Declaration of Rosemary Arriada Keiper of Adobe Systems Inc. in Support of Defendants' Opposition to Plaintiffs' Motion for Class Certification

Deposition of Lori McAdams and Exhibits (August 2, 2012)

Deposition of Arnnon Geshuri and Exhibits (August 17, 2012)

Deposition of Danielle Lambert and Exhibits (October 2, 2012)

Deposition of Donna Morris and Exhibits (August 21,2012)

Deposition of James Morris and Exhibits (August 3, 2012)

Deposition of Jeffrey Vijungco and Exhibits (October 5, 2012)

Deposition of Mark Bentley and Exhibits (August 23, 2012)

Deposition of Michael Devine and Exhibits (October 24, 2012)

Deposition of Brandon Marshall and Exhibits (October 22, 2012)

Deposition of Daniel Stover and Exhibits (October 29, 2012)

Deposition of Mark Fichtner and Exhibits (October 15, 2012)

Deposition of Siddharth Hariharan and Exhibits (October 12, 2012)

Deposition of Edward Leamer and Exhibits (October 26, 2012)

Deposition of Jack Gilmore and Exhibits (June 28, 2012) Deposition of Denise Miller and Exhibits (June 28, 2012) Deposition of Steven Burmeister and Exhibits (June 27, 2012) Deposition of Shawna Dougherty and Exhibits (July 12, 2012) Deposition of Mai Tran and Exhibits (June 26, 2012) Deposition of John Schirm and Exhibits (June 29, 2012) Deposition of Jaime Yu and Exhibits (July 17, 2012) Deposition of Matthew Howard and Exhibits (July 17, 2012) Deposition of Shiloh Kuz and Exhibits (June 26, 2012) Deposition of Michelle Deneau and Exhibits (June 26, 2012) Deposition of Robert DeMartini and Exhibits (June 26, 2012) Deposition of Rebecca del Torro and Exhibits (June 21, 2012) Deposition of Amber Gay Remaley and Exhibits (June 21, 2012) Deposition of Mary Kathleen Galle and Exhibits (June 21, 2012) Deposition of Eleterio Cruzat and Exhibits (June 22, 2012) Plaintiff Michael Devine's Answers and Objections to Defendants' First Set of Interrogatories (March 27, 2012) Plaintiff Mark Fichtner Answers and Objections to Defendants' First Set of Interrogatories (March 28, 2012) Plaintiff Siddharth Hariharan's Answers and Objections to Defendants' First Set of Interrogatories (March 27, 2012) Plaintiff Brandon Marshall's Answers and Objections to Defendants' First Set of Interrogatories (March 27, 2012) Plaintiff Daniel Stover's Answers and Objections to Defendants' First Set of Interrogatories (March 28, 2012) Final Judgment in United States of America v. Adobe Systems Inc. et al (March 17, 2011) [Proposed] Final Judgment in United States of America v. Lucasfilm Ltd. (May 9, 2011) **Interviews Conducted by Kevin Murphy** August 23, 2012: Jeff Vijungco, Adobe August 23, 2012: Donna Morris, Adobe July 27, 2012: Interview with Mark Bentley, Apple August 30, 2012: Interview with Steve Burmeister, Apple August 31, 2012: Interview with Seth Williams, Google August 30, 2012: Interview with Frank Wagner, Google July 25, 2012: Interview with Christina Dickenson, Intel June 19, 2012: Interview with Danny McKell, Intel July 26, 2012: Interview with Mason Stubbenfeld, Intuit

September 6, 2012: Interview with Chris Galy, Intuit

August 30, 2012: Interview with Michelle Maupin, Lucasfilm

August 16, 2012: Interview with Laurie McAdams, Pixar

# **Academic Papers**

Albert Rees, "The Role of Fairness in Wage Determination," 11 Journal of Labor Economics 243 (1993)

Alexandre Mas, "Pay, Reference Points, and Police Performance," 121 Quarterly Journal of Economics 783 (2006)

Angrist, Joshua D. and Jörn-Steffen Pischke. Mostly Harmless Econometrics, Chapter 8.2. New Jersey: Princeton University Press, 2009

Ausubel, Lawrence M., Peter Cramton, and Raymond J. Deneckere, "Bargaining with Incomplete Information," Handbook of Game Theory, Aumann, Robert J. and Sergiu Hart, eds., Vol. 3, Amsterdam: Elsevier Science B.V., Chapter 50, 2002

Bartel, Ann P. and George J. Borjas, "Middle-Age Job Mobility: Its Determinants and Consequences," Working Paper No. 161, NBER Working Paper Series, January 1977

Borjas, George J. "Job Mobility and Earnings Over the Life Cycle," Working paper No. 233, NBER Working Paper Series, February 1978

Davidson, Russell and James G. MacKinnon. Econometric Theory and Methods. Oxford University Press, Inc. 2004

Edward E. Leamer, "Let's Take the Con Out of Econometrics," 73 The American Economic Review 1 (1983)

Freeman, Richard B. and James L. Medoff. What Do Unions Do? New York: Basic Books, 1984

Gary Becker, "Nobel Lecture: The Economic Way of Looking at Behavior," 101 Journal of Political Economy 385 (June 1993)

Greene, William H. Econometric Analysis: 6th Edition, Chapter 9.3.3 New Jersey: Pearson Prentice Hall, 2008

Grossman, Sanford J. and Motty Perry, "Sequential Bargaining under Asymmetric Information," Academic Press, revised February 2, 1986

Hirsch, Barry T. "Sluggish Institutions in a Dynamic World: Can Unions and Industrial Competition Coexist?," Journal of Economic Perspectives, vol. 22(1), Winter 2008

Honoree, Andre I. and David E. Terpstra. "The Relative Importance of External, Internal, Individual and Procedural Equity to Pay Satisfaction," Compensation & Benefits Review, November/December 2003

Joseph Stiglitz, "Information and the Change in the Paradigm in Economics," 92 American Economic Review 460 (2002)

Robert H. Topel and Michael P. Ward, "Job Mobility and the Careers of Young Men," 107 The Quarterly Journal of Economics 2 (1992)

William Samuelson, "Bargaining Under Asymmetric Information," Econometrica 52 (1984)

# Websites

http://online.wsj.com/article/SB10001424052970203750404577173031991814896.html

http://online.wsj.com/article/SB124269038041932531.html

http://techcrunch.com/2007/11/21/facebook-stealing-googlers-at-an-alarming-rate/

http://www.aeaweb.org/honors\_awards/clark\_medal.php

 $\underline{\text{http://www.dailytech.com/Google+Finds+That+Perks+Cant+Keep+Some+Employees+From+Le}} \\ aving/article 11794.htm$ 

<b>Bates Documents</b>	
76550DOC000014	
231APPLE04166	
76583DOC001487	
Other	
Pixar Data - Pixar revenues 2005 - 2011.xlsx	

# Appendix 1A

# Analysis of Hires from Other Defendants

(All-Salaried Employee Class)

Panel A: 2001-2012

			Last P	revious Co	mpany w	Last Previous Company within 1 year						Percenta	Percentage of Row Total	Total		
Hiring Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple Google	Google	Intel	Intel Intuit Lucasfilm	ucasfilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	9	0	2	0		10	1,351	1,369	0.00%	0.44%	0.00%	0.15%	%00.0		0.73%
Pixar	3	8	9	1	2	12		1,335	1,367	0.22%	0.59%	0.44%	0.07%	0.15%	0.88%	
All Defendants	222	218	54	293	86	37	32	91,014	91,971	0.24%	0.24%	%90'0	0.32%	0.11%	0.04%	0.04%

Panel B: 2001-2004

			Last P	revious Co	mpany w	Last Previous Company within 1 year						Percentag	Percentage of Row Total	Total		
Company	Adobe	Apple	Apple Google	Intel	Intuit	Intel Intuit Lucasfilm Pixar	Pixar	Other	Total	Adobe Apple Google Intel Intuit Lucasfilm	Apple	Google	Intel	Intuit L		Pixar
Adobe																
Apple																
Google																
ncasfilm	0	1	0	1	0		3	402	407	%00:0	0.25%	%00.0	0.25%	%00.0		0.74%
	0	4	0	0	1	3		431	439	0.00%	0.91%	0.00%	0.00% 0.23%	0.23%	%89.0	
efendants	34	45	0	34	15	9	2	23,042	23,181	0.15%	0.19% 0.00%	0.00%	0.15% 0.06%	%90.0	0.03%	0.02%

Panel C: 2005-2009

			Last P	Last Previous Company within 1 year	mpany wi	thin 1 year						Percentag	Percentage of Row Total	Total		
Hiring Company	Adobe	Apple	Apple Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Google	Intel	Intuit Lucasfilm	ucasfilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
ucasfilm	0	2	0	1	0		2	788	199	%00:0	0.63%	0.00%	0.13%	%00:0		0.63%
Pixar	1	3	2	1	1	9		657	674	0.15%	0.45%		0.74% 0.15% 0.15%	0.15%	0.89%	
All Defendants	104	6	27	167	44	17	18	43,595	44,069	0.24%	0.22%	%90.0	0.38%	0.10%	0.04%	0.04%

Panel D: 2010-2012

100000000000000000000000000000000000000																
			Last	Previous Co	mpany w	Last Previous Company within 1 year						Percentag	Percentage of Row Total	Fotal		
Hiring Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe Apple Google	Apple	Google	Intel	Intel Intuit Lucasfilm	.ucasfilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	0	0	0	0		2	161	163	0.00%	%00:0	0.00%	%00:0	%00.0		1.23%
Pixar	2	1	1	0	0	3		247	254	0.79%	0.39%	0.39%	%00.0	0.00%	1.18%	
All Defendants	84	92	27	92	39	14	12	24,377	24,721	0.34%	0.31%	0.11%	0.37%	0.16%	%90.0	0.05%
																1

Note: This analysis excludes hires indicated as acquisitions and hires showing the same defendant company as their immediate previous employer within one year of the hiring. Source: Dr. Leamer's employee data.

# Appendix 1B

# **Analysis of Separations Going to Other Defendants**

(All-Salaried Employee Class)

Panel A: 2001-2012

			4	Next Company within 1 year	ny within	1 year						Percentag	Percentage of Row Total	Fotal		
Separation Company	Adobe	Apple	Google	Intel	Intuit	Intel Intuit Lucasfilm	Pixar	Other	Total	Adobe Apple Google	Apple	Google	Intel	Intel Intuit Lucasfilm	ucasfilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	6	15	1	0		12	1,490	1,527	0.00%	0.59% 0.98%	0.98%	0.07%	%00.0		0.79%
Pixar	0	11	9	2	0	7		726	752	0.00%	1.46%	0.80%	0.27%	0.27% 0.00%	0.93%	
All Defendants	122	326	336	35	74	15	31	72,287	73,226	0.17%	0.45%	0.17% 0.45% 0.46%	0.05%	0.05% 0.10% 0.02%	0.02%	0.04%

Panel B: 2001-2004

		•	_	Next Company within 1 year	y within	1 year						Percentag	Percentage of Row Total	Total		
Separation Company	aqopy	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Apple Google	Intel	Intuit Lucasfilm	ucasfilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	3	2	0	0		4	280	289	%00.0	0.51%	0.34%	%00:0	%00:0		%89'0
Pixar	0	2	1	0	0	က		229	235	0.00%	0.85%	0.43%	%00.0	0.00%	1.28%	
All Defendants	78	22	24	3	22	5	6	25,399	25,545	0.11%	0.22%	0.09%	0.01%	0.09%	0.02%	0.04%

el C. 2005-20

			_	Next Company within 1 year	ny within	າ 1 year						Percentag	Percentage of Row Total	Fotal		
Separation Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Google	Intel	Intuit Lucasfilm	rcasfilm	Pixar
Adobe																Ī
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	3	2	1	0		2	655	699	0.00%	0.45%	0.75%	0.15%	%00.0		0.75%
Pixar	0	4	3	2	0	2		329	340	0.00%	1.18%	0.88%	0.59%	0.00%	0.59%	
All Defendants	70	151	182	17	39	8	16	35,375	35,858	0.20%	0.42%	0.51%	0.05%	0.11%	0.02%	0.04%

Panel D: 2010-2012

			2	Next Company within 1 year	any withir	11 year						Percentag	Percentage of Row Total	Total		
Separation Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Apple Google	Intel	Intuit	Intuit Lucasfilm	Pixar
Adobe																
Apple																
Google																
ntel																
Intuit																
.ucasfilm	0	3	00	0	0		c	255	569	0.00%	1.12%	2.97%	0.00%	0.00%		1.12%
ixar	0	2	2	0	0	2		168	177	0.00%	2.82%	1.13%	0.00%	%00.0	1.13%	
II Defendants	24	120	130	15	13	2	9	11,513	11,823	0.20%	1.01%	1.10%	0.13%	0.11%	0.02%	0.05%

Note: This analysis excludes separations that appear as immediately rehired by the same defendant company within one year. Source: Dr. Leamer's employee data.

# **Appendix 1C**

# **Analysis of Hires from Other DNCC Defendants**

(All-Salaried Employee Class)

# Panel A: 2001-2012

	Last Previo	ous Company within 1 y	ear	Percentage of	Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	16	1,353	1,369	1.17%	98.83%
Pixar	21	1,346	1,367	1.54%	98.46%
All Defendants	725	91.246	91,971	0.79%	99.21%

# Panel B: 2001-2004

	Last Previo	ous Company within 1 y	/ear	Percentage of	Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	4	403	407	0.98%	99.02%
Pixar	7	432	439	1.59%	98.41%
All Defendants	110	23,071	23,181	0.47%	99.53%

# Panel C: 2005-2009

	Last Previ	ous Company within 1 y	/ear	Percentage o	f Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	10	789	799	1.25%	98.75%
Pixar	10	664	674	1.48%	98.52%
All Defendants	346	43,723	44,069	0.79%	99.21%

# Panel D: 2010-2012

	Last Previ	ous Company within 1 y	ear	Percentage o	f Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	2	161	163	1.23%	98.77%
Pixar	4	250	254	1.57%	98.43%
All Defendants	269	24,452	24,721	1.09%	98.91%

## Notes:

This analysis excludes hires indicated as acquisitions and hires showing the same defendant company as their immediate previous employer within one year of the hiring.

Adobe allegedly had a DNCC agreement with Apple.

Apple allegedly had DNCC agreements with Adobe, Google, Intel, Intuit, Lucasfilm, and Pixar.

Google allegedly had DNCC agreements with Apple, Intel, and Intuit.

Intel allegedly had DNCC agreements with Apple, Google, and Pixar.

Intuit allegedly had DNCC agreements with Apple and Google.

Lucasfilm allegedly had DNCC agreements with Apple and Pixar.

Pixar allegedly had DNCC agreements with Apple, Intel, and Lucasfilm.

Source: Dr. Leamer's employee data.

# **Appendix 1D**

# **Analysis of Separations Going to Other DNCC Defendants**

(All-Salaried Employee Class)

# Panel A: 2001-2012

	Next (	Company within 1 year	·	Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	21	1,506	1,527	1.38%	98.62%
Pixar	20	732	752	2.66%	97.34%
All Defendants	712	72 514	73 226	0.97%	99.03%

# Panel B: 2001-2004

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	7	582	589	1.19%	98.81%
Pixar	5	230	235	2.13%	97.87%
All Defendants	116	25,429	25,545	0.45%	99.55%

# Panel C: 2005-2009

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
ntel					
ntuit					
_ucasfilm	8	661	669	1.20%	98.80%
Pixar	8	332	340	2.35%	97.65%
All Defendants	350	35,508	35,858	0.98%	99.02%

# Panel D: 2010-2012

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	6	263	269	2.23%	97.77%
Pixar	7	170	177	3.95%	96.05%
All Defendants	246	11,577	11,823	2.08%	97.92%

## Notes

This analysis excludes separations that appear as immediately rehired by the same defendant company within one year.

Adobe allegedly had a DNCC agreement with Apple.

Apple allegedly had DNCC agreements with Adobe, Google, Intel, Intuit, Lucasfilm, and Pixar.

Google allegedly had DNCC agreements with Apple, Intel, and Intuit.

Intel allegedly had DNCC agreements with Apple, Google, and Pixar.

Intuit allegedly had DNCC agreements with Apple and Google.

Lucasfilm allegedly had DNCC agreements with Apple and Pixar.

Pixar allegedly had DNCC agreements with Apple, Intel, and Lucasfilm.

Source: Dr. Leamer's employee data.

# Appendix 2A

# Analysis of Hires from Other Defendants

(Technical, Creative and R&D Class)

Panel A: 2001-2012

	Google Intel	le Intel Intuit Lucasfilm		Pixar 0	Other	Total	Adobe	Apple Google	Google	Google Intel Int	Intuit	Intuit Lucasfilm	Pixar
	0	0		9	532	543	%00:0	0.92%	0.00%	0.00%	0.00%		1.10%
	1	2	∞		762	785	0.25%	0.89%	0.38%	0.13%	0.25%	1.02%	
191	1	29	24	25 53	53,110	53,747	0.30%	0.28%	0.05% 0.36%		0.11% 0	0.04%	0.05%

Panel B: 2001-2004

			Last P	revious Co	mpany w	Last Previous Company within 1 year						Percentag	Percentage of Row Total	Total		
Hiring Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Apple Google	Intel	Intuit Lucasfilm	ıcasfilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	0	0	0	0		1	99	22	%00'0	%00.0	0.00%	0.00%	%00.0		1.75%
Pixar	0	3	0	0	1	1		234	239	0.00%	1.26%	0.00%	0.00%	0.42%	0.42%	
All Defendants	17	32	0	17	7	8	2	12,271	12,349	0.14%	0.26%	%00'0	0.14%	%90.0	0.02%	0.02%

Panel C: 2005-2009

			Last F	Last Previous Company within 1 year	mpany with	in 1 year						Percentag	Percentage of Row Total	otal		
Hiring Company	Adobe	Apple	Google	Intel	Intuit Lucasfilm	casfilm	Pixar	Other	Total	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar
Adobe																
Apple																
Google																
ntel																
Intuit																
Lucasfilm	0	2	0	0	0		2	387	397	0.00%	1.26%	0.00%	0.00%	0.00%		1.26%
ixar	0	3	3	1	1	4		394	406	%00.0	0.74%	0.74%	0.25%	0.25%	%66.0	
All Defendants	81	9	15	66	29	10	18	25,718	26,035	0.31%	0.25%	%90'0	0.38%	0.11%	0.04%	0.07%

Panel D: 2010-2012

			Last	Previous Co	Last Previous Company within 1 year	. year					Percentag	Percentage of Row Total	Total		
Hiring Company	Adobe	Apple	Google	Intel	Intuit Lucasfilm	ilm Pixar	r Other	er Total	Adobe	Apple	Apple Google	Intel	Intuit Lucasfilm	Lucasfilm	Pixar
Adobe															
Apple															
Google															
ntel															
Intuit															
Lucasfilm	0	0	0	0	0		8 0	<b>68</b> 68	0.00%	%00:0	0.00%	0.00%	%00.0		%00.0
ixar	2	1	0	0	0	3	134	4 140	1.43%	0.71%	0.00%	0.00%	0.00%	2.14%	
VII Defendants	19	23	14	75	23	11 5	5 15,121	1 15,363	0.40%	0.34%	%60'0	0.49%	0.15%	0.07%	0.03%

Note: This analysis excludes hires indicated as acquisitions and hires showing the same defendant company as their immediate previous employer within one year of the hiring. Source: Dr. Leamer's employee data.

# Appendix 2B

# **Analysis of Separations Going to Other Defendants**

(Technical, Creative and R&D Class)

Panel A: 2001-2012

			Z	Next Company within 1 year	ny withir	າ 1 year						Percentag	Percentage of Row Total	Total		
eparation Company	Adobe	Apple	Google	Intel	Intuit	Intel Intuit Lucasfilm	Pixar	Other	Total	Adobe		Apple Google	Intel	Intel Intuit Lucasfilm	Lucasfilm	Pixar
dobe																
Apple																
Google																
Intel																
Intuit																
ucasfilm	0	3	7	1	0		2	333	349	0.00%	%98.0	2.01%	0.29%	%00.0		1.43%
ixar	0	7	2	2	0	5		378	397	0.00%	1.76%	1.26%	1.76% 1.26% 0.50% 0.00%	%00:0	1.26%	
efendants	74	223	259	23	37	6	18	36,356	36,999	0.20%	%09'0	0.70%	0.20% 0.60% 0.70% 0.06% 0.10% 0.02%	0.10%	0.02%	0.05%

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				Next Company within 1 year	ny withir	1 year						Percentag	Percentage of Row Total	Fotal		
Separation Company	Adobe	Apple	Apple Google	Intel	Intuit	Intel Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Google	Intel	Total Adobe Apple Google Intel Intuit Lucasfilm	lm F	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
Lucasfilm	0	0	0	0	0		0	7	7	0.00%	0.00%	0:00% 0:00%	0.00%	0.00%	0.	%00.0
Pixar	0	1	1	0	0	3		106	111	0.00%	0.90%	0.90%	%00.0	0.00% 2.70%	%0	
																Ī

# Panel C: 2005-2009

			~	Next Company within 1 year	η within	1 year						Percentag	Percentage of Row Total	Total		
Separation Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple	Google	Intel	Intel Intuit Lucasfilm	ilm	Pixar
Adobe																
Apple																
Google																
Intel																
Intuit																
-ucasfilm	0	0	1	1	0		2	197	201	%00'0	%00.0	0.50%	0.50%	%00:0		1.00%
Pixar	0	4	8	2	0	2		175	186	0.00%	2.15%	1.61%	1.08%	0.00% 1.0	1.08%	
VII Defendants	41	102	143	12	20	9	6	18,863	19,196	0.21%	0.53%	0.53% 0.74%	%90.0	0.10%	0.03%	0.05%

# Panel D: 2010-2012

			2	Next Company within 1 year	ny within	1 year						Percentag	Percentage of Row Total	Total		
Separation Company	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar	Other	Total	Adobe	Apple Google	Google	Intel	Intuit Lucasfilm	ıcasfilm	Pixar
Adobe																
Apple																
Google																
ntel																
Intuit																
.ucasfilm	0	3	9	0	0		3	129	141	0.00%	2.13%	4.26%	%00.0	%00:0		2.13%
ixar	0	2	1	0	0	0		97	100	0.00%	2.00%	1.00%	0.00%	%00.0	%00.0	
II Defendants	12	96	104	10	9	0	9	6,492	6,726	0.18%	1.43%	1.55%	0.15%	%60.0	%00.0	%60.0
																1

Note: This analysis excludes separations that appear as immediately rehired by the same defendant company within one year. Source: Dr. Leamer's employee data.

# **Appendix 2C**

# **Analysis of Hires from Other DNCC Defendants**

(Technical, Creative and R&D Class)

# Panel A: 2001-2012

	Last Previ	ous Company within 1 y	/ear	Percentage of	Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
ntel					
ntuit					
ucasfilm	11	532	543	2.03%	97.97%
Pixar	16	769	785	2.04%	97.96%
All Defendants	482	53,265	53,747	0.90%	99.10%

## Panel B: 2001-2004

	Last Previo	ous Company within 1 y	year	Percentage o	f Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	1	56	57	1.75%	98.25%
Pixar	4	235	239	1.67%	98.33%
All Defendants	61	12,288	12,349	0.49%	99.51%

# Panel C: 2005-2009

	Last Previou	us Company within 1 y	/ear	Percentage of	Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe		,			
Apple					
Google					
Intel					
Intuit					
Lucasfilm	10	387	397	2.52%	97.48%
Pixar	8	398	406	1.97%	98.03%
All Defendants	228	25,807	26,035	0.88%	99.12%

# Panel D: 2010-2012

	Last Previ	ous Company within 1	year	Percentage of	Row Total
Hiring Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
Intuit					
Lucasfilm	0	89	89	0.00%	100.00%
Pixar	4	136	140	2.86%	97.14%
All Defendants	193	15,170	15,363	1.26%	98.74%

## Notes

This analysis excludes hires indicated as acquisitions and hires showing the same defendant company as their immediate previous employer within one year of the hiring.

Adobe allegedly had a DNCC agreement with Apple.

Apple allegedly had DNCC agreements with Adobe, Google, Intel, Intuit, Lucasfilm, and Pixar.

Google allegedly had DNCC agreements with Apple, Intel, and Intuit.

Intel allegedly had DNCC agreements with Apple, Google, and Pixar.

Intuit allegedly had DNCC agreements with Apple and Google.

Lucasfilm allegedly had DNCC agreements with Apple and Pixar.

Pixar allegedly had DNCC agreements with Apple, Intel, and Lucasfilm.

Source: Dr. Leamer's employee data.

# **Appendix 2D**

# **Analysis of Separations Going to Other DNCC Defendants**

(Technical, Creative and R&D Class)

# Panel A: 2001-2012

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
ntel					
ntuit					
.ucasfilm	8	341	349	2.29%	97.71%
Pixar	14	383	397	3.53%	96.47%
All Defendants	498	36,501	36,999	1.35%	98.65%

# Panel B: 2001-2004

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
Intel					
ntuit					
Lucasfilm	0	7	7	0.00%	100.00%
Pixar	4	107	111	3.60%	96.40%
All Defendants	61	11,016	11,077	0.55%	99.45%

# Panel C: 2005-2009

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					
Apple					
Google					
ntel					
ntuit					
ucasfilm	2	199	201	1.00%	99.00%
Pixar	8	178	186	4.30%	95.70%
All Defendants	248	18,948	19,196	1.29%	98.71%

# Panel D: 2010-2012

	Next (	Company within 1 year		Percentage of	Row Total
Separation Company	DNCC Defendant	Non DNCC-Defendant	Total	DNCC Defendant	Non DNCC-Defendant
Adobe					·
Apple					
Google					
ntel					
ntuit					
.ucasfilm	6	135	141	4.26%	95.74%
Pixar	2	98	100	2.00%	98.00%
All Defendants	189	6,537	6,726	2.81%	97.19%

## Notes:

This analysis excludes separations that appear as immediately rehired by the same defendant company within one year.

Adobe allegedly had a DNCC agreement with Apple.

Apple allegedly had DNCC agreements with Adobe, Google, Intel, Intuit, Lucasfilm, and Pixar.

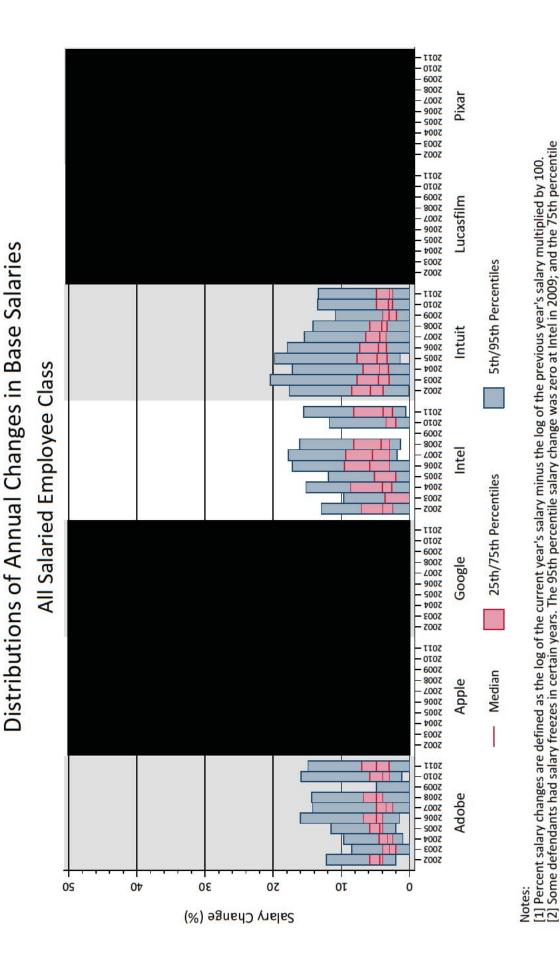
Google allegedly had DNCC agreements with Apple, Intel, and Intuit.

Intel allegedly had DNCC agreements with Apple, Google, and Pixar.

Intuit allegedly had DNCC agreements with Apple and Google. Lucasfilm allegedly had DNCC agreements with Apple and Pixar.

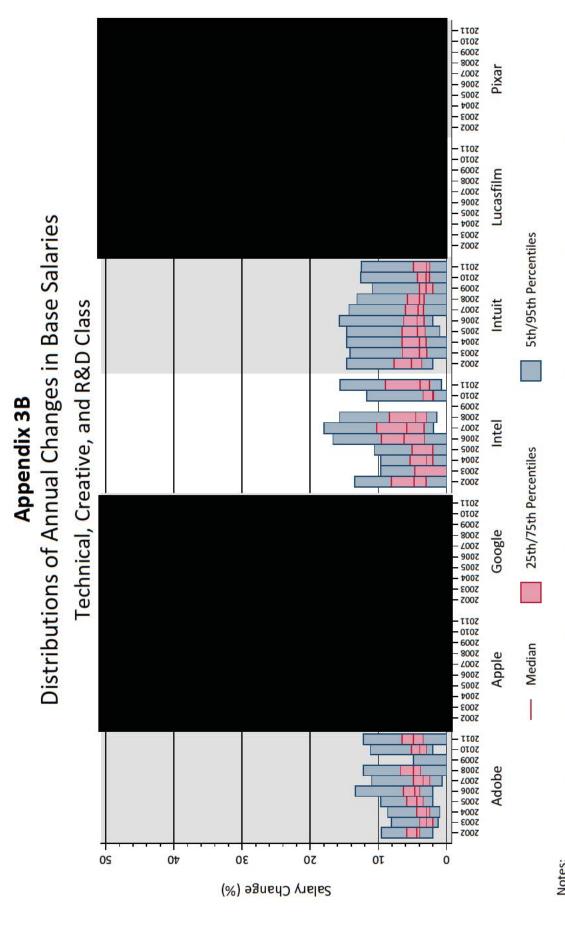
Pixar allegedly had DNCC agreements with Apple, Intel, and Lucasfilm.

Source: Dr. Leamer's employee data.



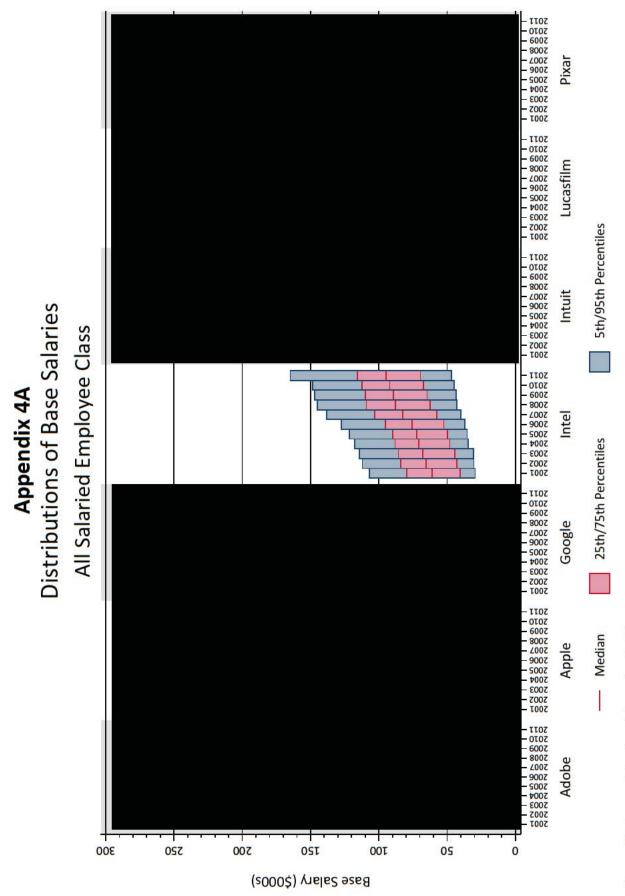
Appendix 3A

salary change was zero at Adobe in 2009, Apple in 2002, and Pixar in 2003. Source: Dr. Leamer's backup data and materials.

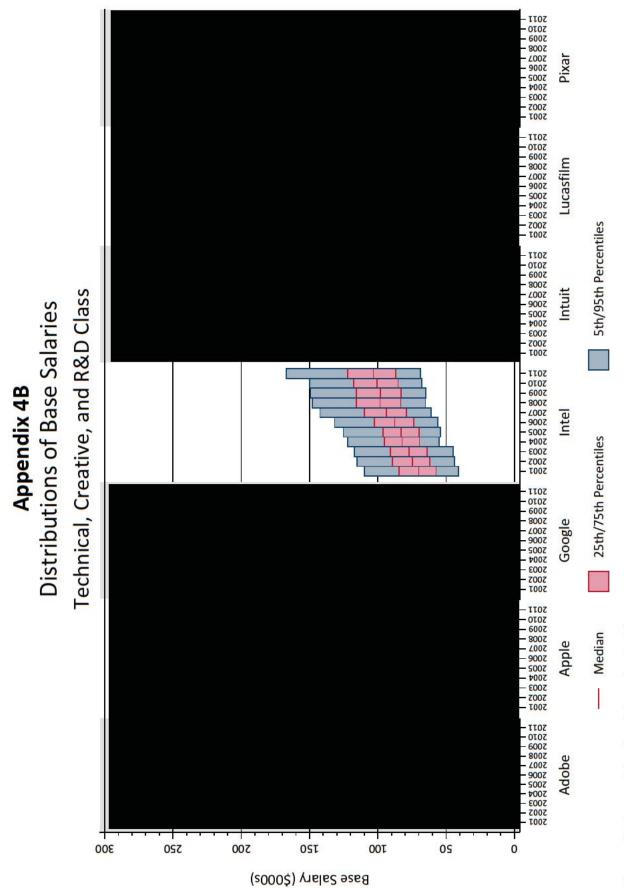


2] Some defendants had salary freezes in certain years. The 95th percentile salary change was zero at Intel in 2009 and Pixar in 2003; and the 75th [1] Percent salary changes are defined as the log of the current year's salary minus the log of the previous year's salary multiplied by 100. percentile salary change was zero at Adobe in 2009, Apple in 2002, and Google in 2002.

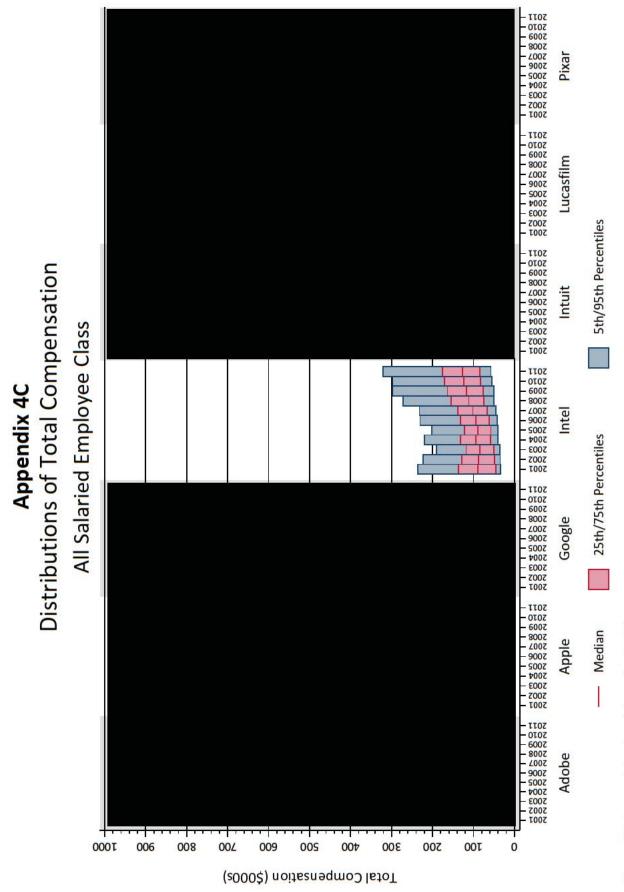
Source: Dr. Leamer's backup data and materials.



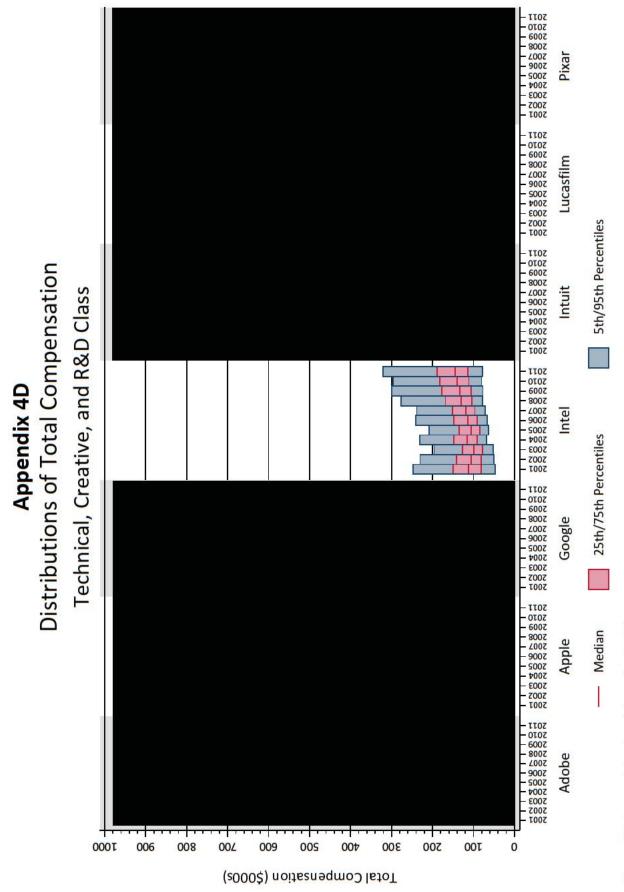
Source: Dr. Leamer's backup data and materials.



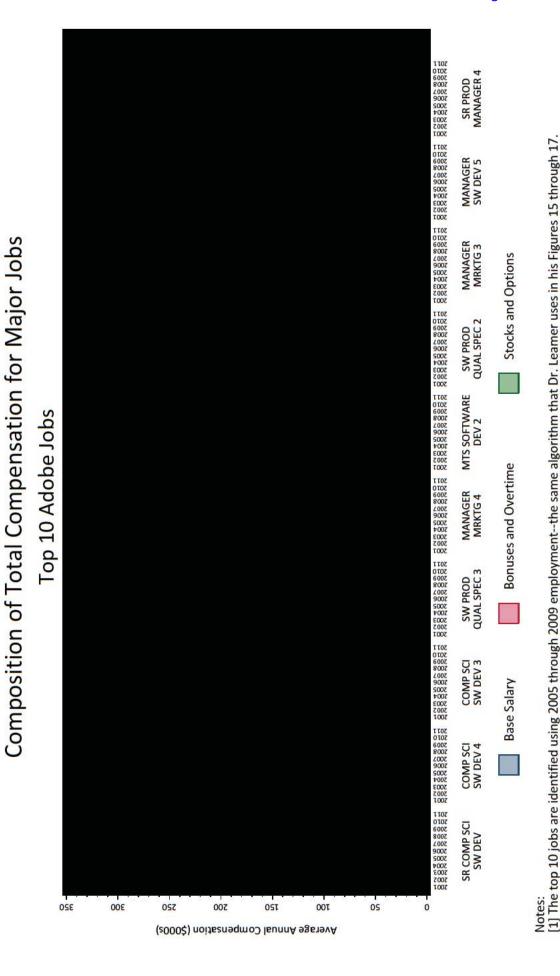
Source: Dr. Leamer's backup data and materials.



Source: Dr. Leamer's backup data and materials.



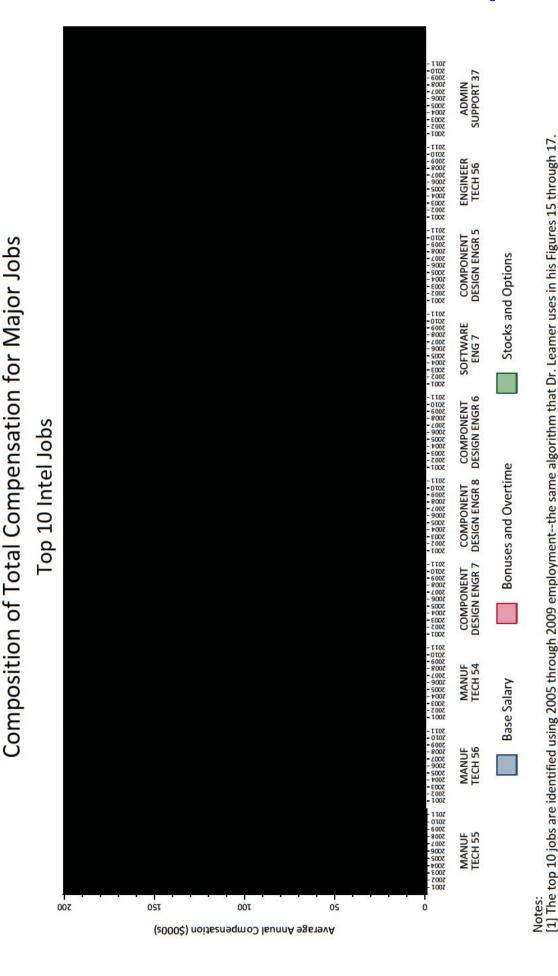
Source: Dr. Leamer's backup data and materials.



Appendix 5A

[2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

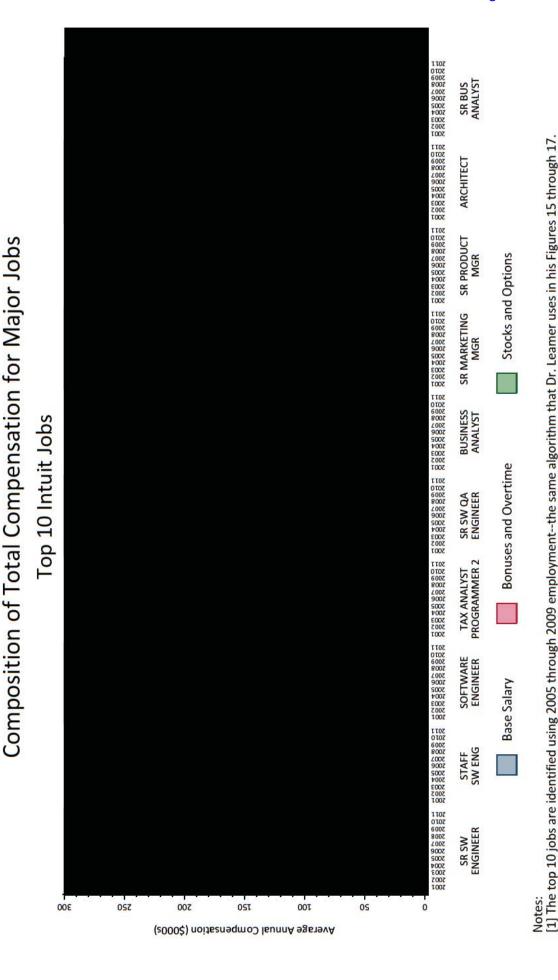
Source: Dr. Leamer's backup data and materials.



Appendix 5B

Source: Dr. Leamer's backup data and materials.

[2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.



Appendix 5C

Source: Dr. Leamer's backup data and materials.

[2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

- TTOZ - OTOZ

- 6002 - 3007 - 4007

5010

- 9002 - 9002 - 1107

5002 - 3002

- 4007 -900Z - 1102

- 0102 - 6002 - 4007 5000

OTOZ

- 3000 -9007

5011

5010 5002 - 3000 1007 -900Z - TTOZ

5010

- 6002 3000 - 4007

> 5011 5010

5002 3007 4007 -9007 TIOZ

otoz

8007 - 4002 SUPERVISOR

ENGINEER SR R&D

**PRODUCTION** 

MNGRI

ASSOCIATE PRODUCER

PRODUCER

DESIGNER

ENGINEER

SR SW

ARTIST 5002

> SENIOR ARTIST

SOFTWARE

ENGINEER

Stocks and Options

**Bonuses and Overtime** 

**Base Salary** 

# Composition of Total Compensation for Major Jobs Top 10 Lucasfilm Jobs

Appendix 5D

400

320

300

057

200

Average Annual Compensation (\$000s)

OST

100

05

[1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17. Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

[3] Lucasfilm data are missing job titles prior to 2006.

Source: Dr. Leamer's backup data and materials.

# Composition of Total Compensation for Major Jobs Top 10 Pixar Jobs Appendix 5E

300

OSE

057

200

Average Annual Compensation (\$000s)

OST

OOT

05

1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17. [2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

- TIOC - FOOL -

PRODUCTION ASSISTANT

ENGINEER PNG SOFTWARE

TECHNICAL DIR LEAD

MANAGEMENT ASSISTANT

ARTIST

MGR DEPT FEATURE

PRODUCTION COORDINATOR

**ENGINEER** SOFTWARE

ANIMATOR

TECHNICAL

2007 - 2009 - 20

2001 - 100 2000 - 2000 - 2000 - 2000 2000 - 2000 - 2000 - 2000 2000 - 20

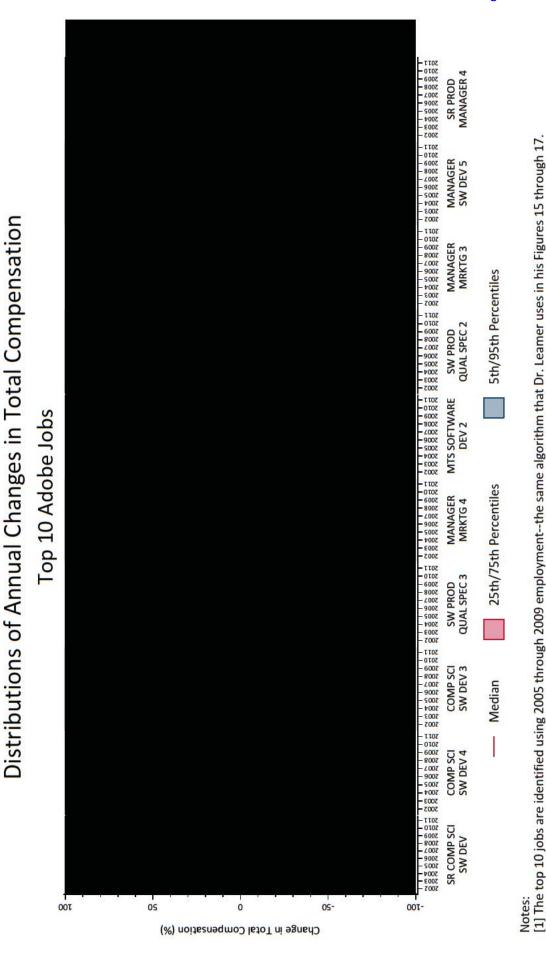
0

Stocks and Options

**Bonuses and Overtime** 

**Base Salary** 

Source: Dr. Leamer's backup data and materials.



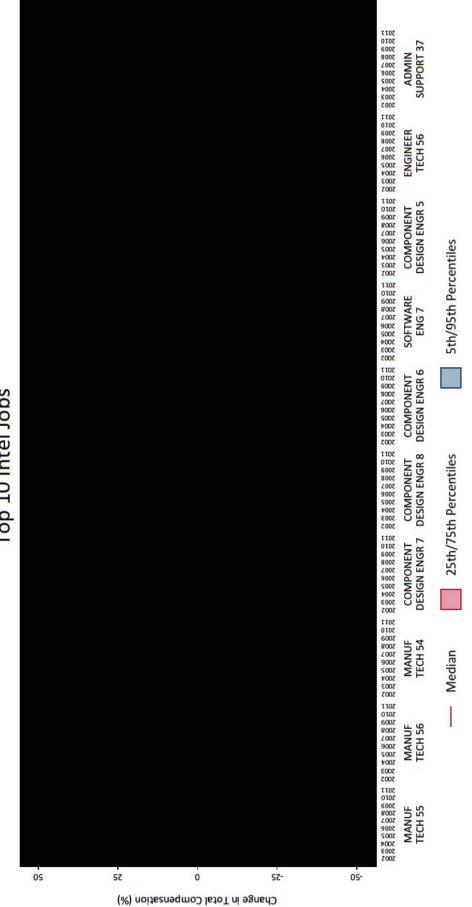
Appendix 6A

Source: Dr. Leamer's backup data and materials.

3) Percent changes are defined as differences in logs.

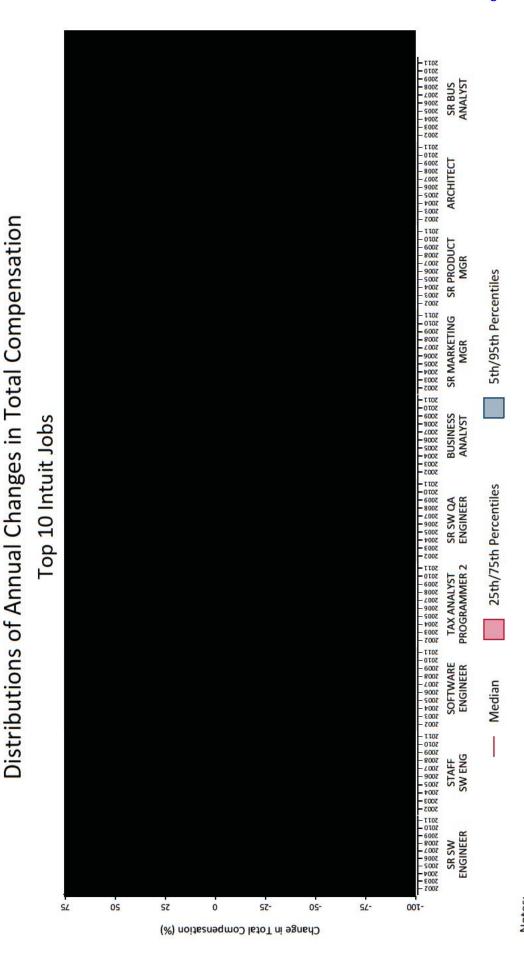
Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

# Distributions of Annual Changes in Total Compensation Top 10 Intel Jobs Appendix 6B



[1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17. Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year. [3] Percent changes are defined as differences in logs.

Source: Dr. Leamer's backup data and materials.



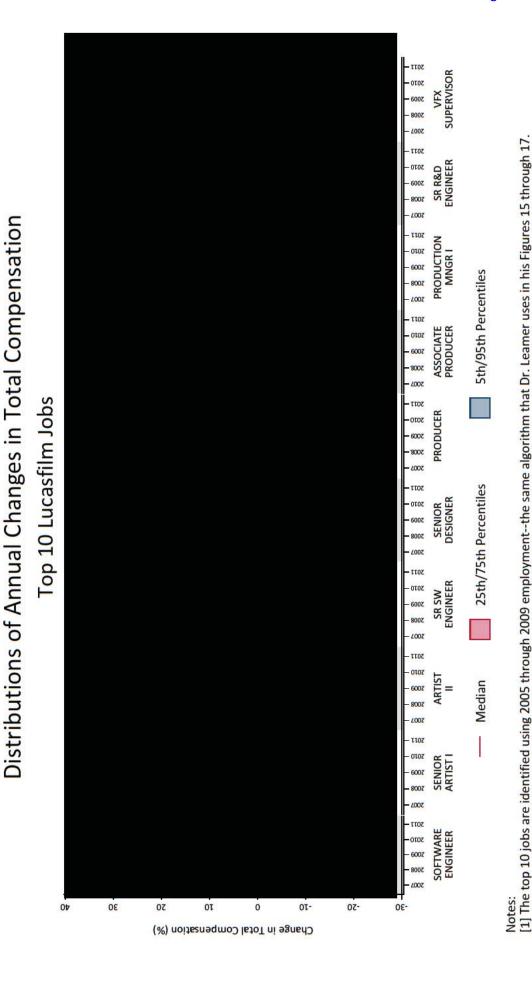
Appendix 6C

Source: Dr. Leamer's backup data and materials.

[3] Percent changes are defined as differences in logs.

[1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.

Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

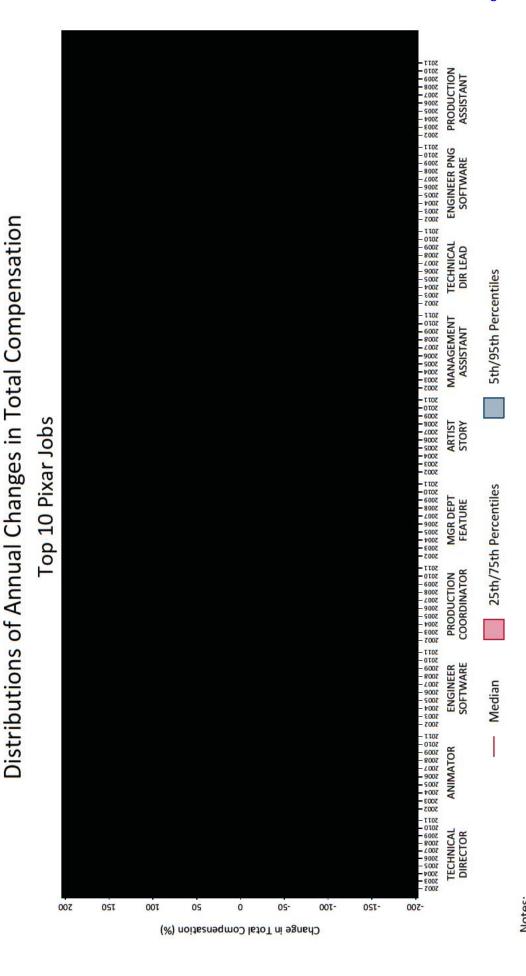


Appendix 6D

Source: Dr. Leamer's backup data and materials.

[3] Percent changes are defined as differences in logs.[4] Lucasfilm data are missing job titles prior to 2006.

2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.



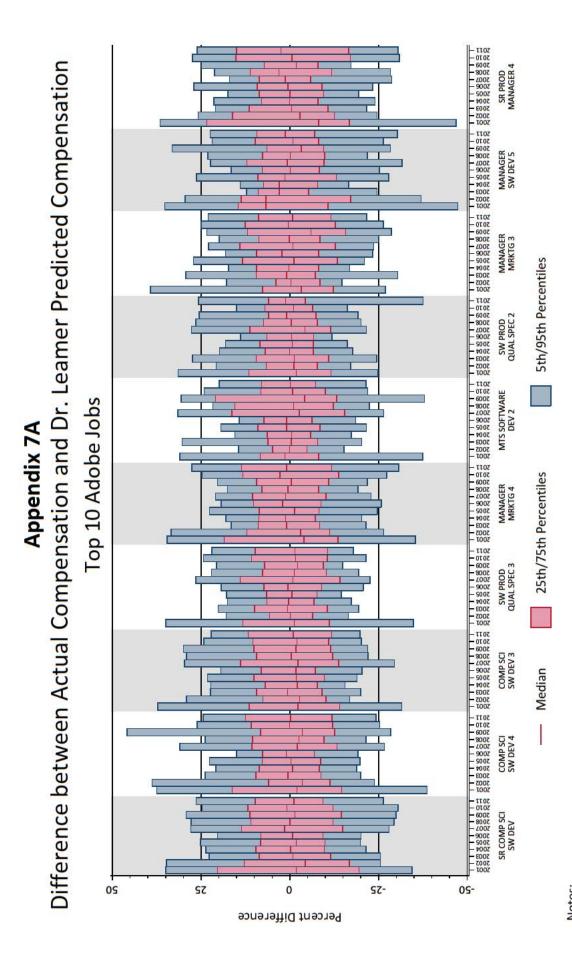
Appendix 6E

Source: Dr. Leamer's backup data and materials.

3) Percent changes are defined as differences in logs.

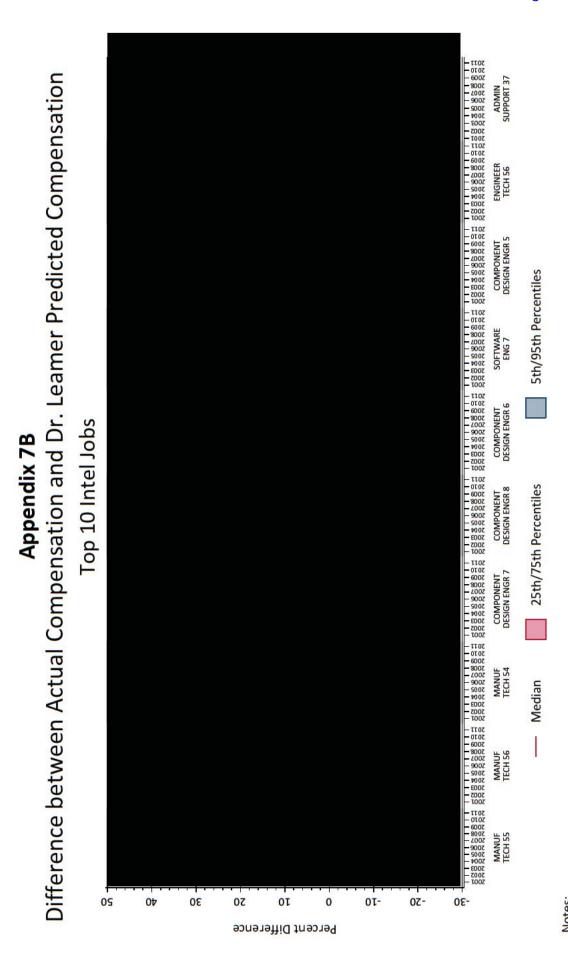
[1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.

Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.



 The percent difference is calculated as the residual from Dr. Leamer's Figure 12 regression models multiplied by 100.
 The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17. 3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

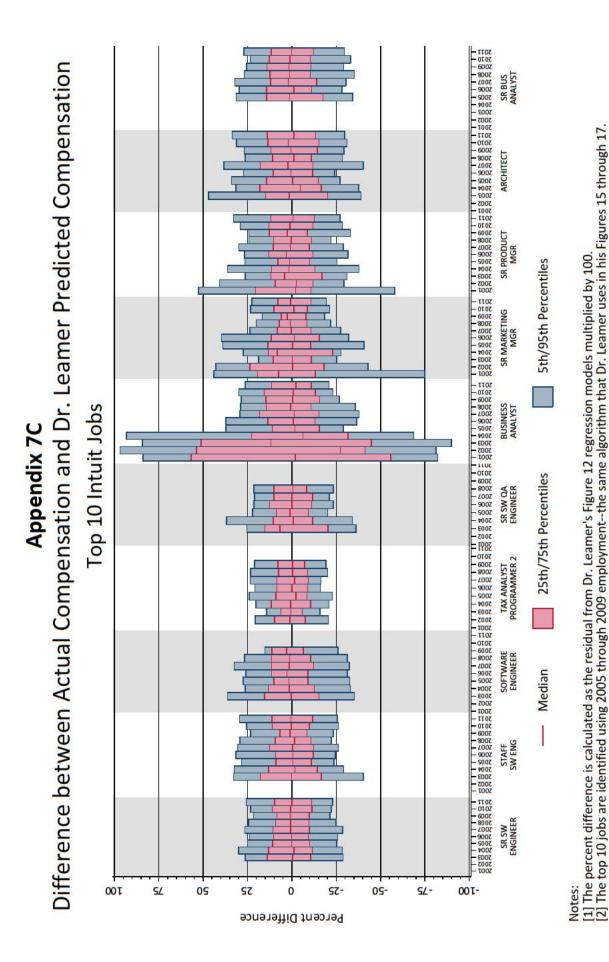
Source: Dr. Leamer's backup data and materials.



3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year. Source: Dr. Leamer's backup data and materials.

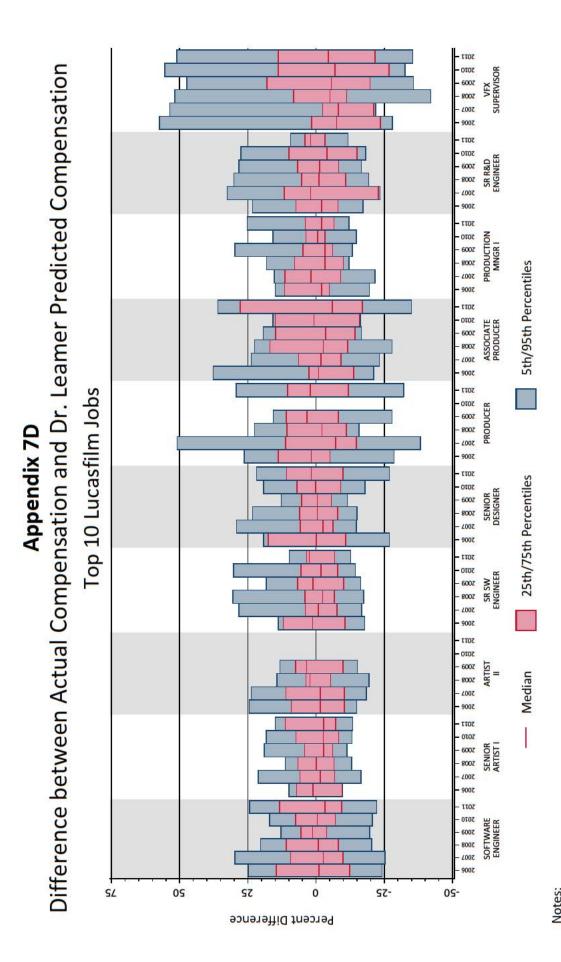
2] The top 10 jobs are identified using 2005 through 2009 employment-the same algorithm that Dr. Leamer uses in his Figures 15 through 17.

[1] The percent difference is calculated as the residual from Dr. Leamer's Figure 12 regression models multiplied by 100.



Source: Dr. Leamer's backup data and materials.

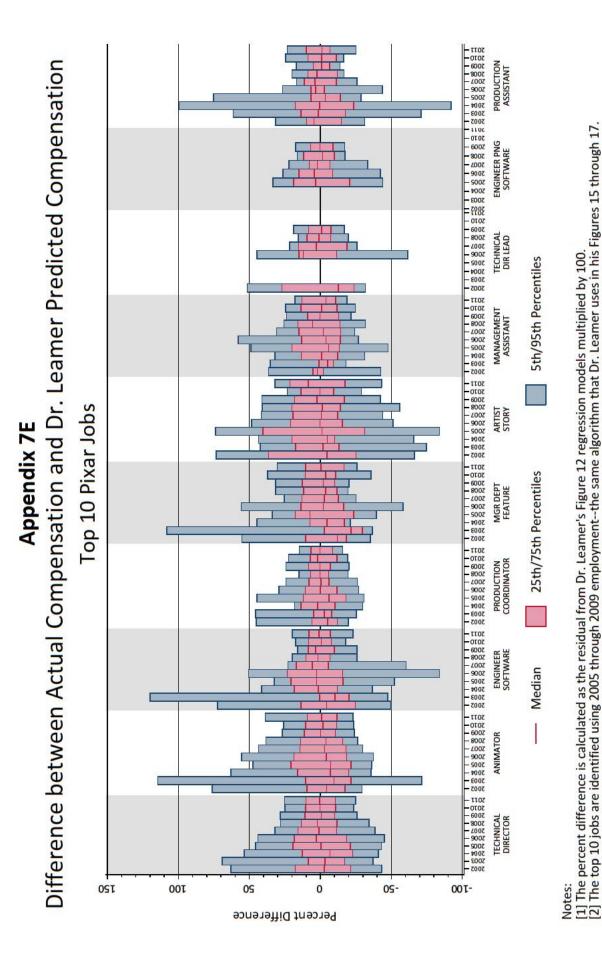
3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.



[2] The top 10 jobs are identified using 2005 through 2009 employment-the same algorithm that Dr. Leamer uses in his Figures 15 through 17. [3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year. [4] Lucasfilm data are missing job titles prior to 2006.

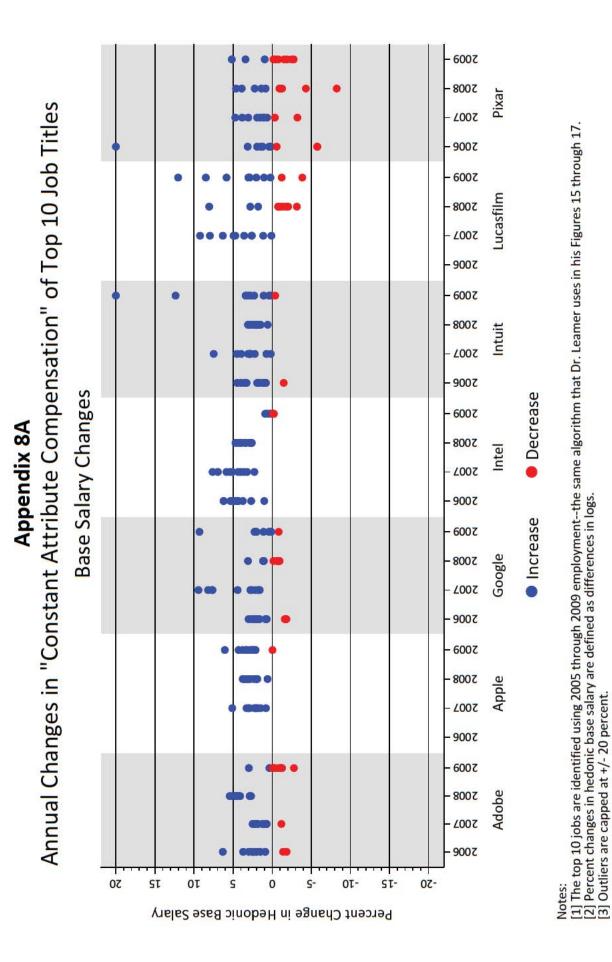
[1] The percent difference is calculated as the residual from Dr. Leamer's Figure 12 regression models multiplied by 100.

Source: Dr. Leamer's backup data and materials.

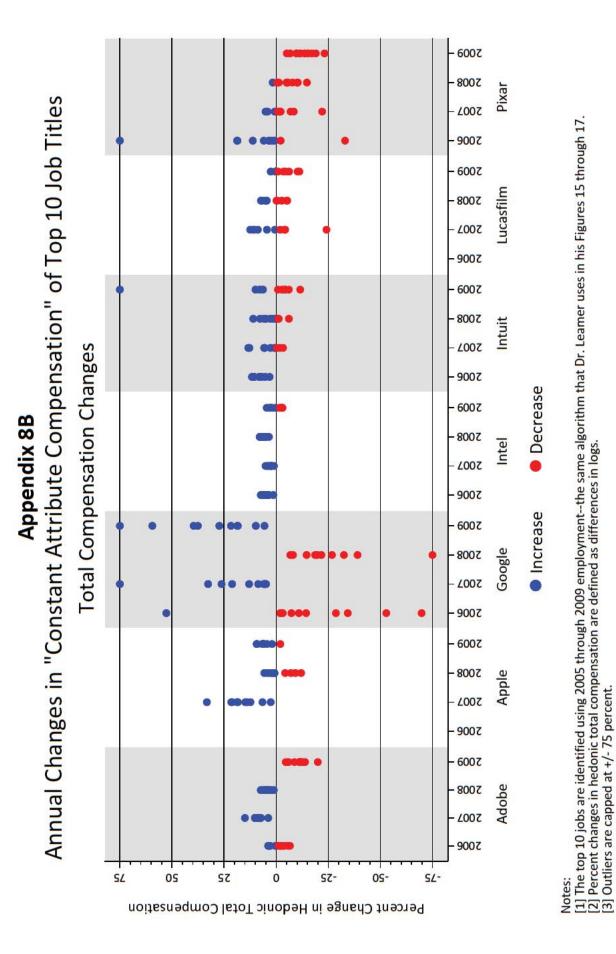


Source: Dr. Leamer's backup data and materials.

3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.



Source: Dr. Leamer's backup data and materials.



Source: Dr. Leamer's backup data and materials.

### **Appendix 9A**

# Dr. Leamer's Figure 20 Regression Including Defendant-Specific Conduct Variables and Other Defendant-Specific Interactive Effects

All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

	Estimate	St. Error	T-Value
ADOBE * Conduct * Age	-0.0047 *	0.0026	-1.79
APPLE * Conduct * Age	0.0079 ***	0.0015	5.34
GOOGLE * Conduct * Age	0.0067 ***	0.0020	3.38
INTEL * Conduct * Age	0.0032 ***	0.0006	5.78
INTUIT * Conduct * Age	0.0018	0.0024	0.75
PIXAR * Conduct * Age	0.0152 ***	0.0042	3.59
LUCASFILM * Conduct * Age	-0.0027	0.0074	-0.37
ADOBE * Conduct * Age^2	0.0000	0.0000	1.26
APPLE * Conduct * Age^2	-0.0001 ***	0.0000	-5.58
GOOGLE * Conduct * Age^2	-0.0001 ***	0.0000	-3.44
INTEL * Conduct * Age^2	0.0000 ***	0.0000	-6.83
INTUIT * Conduct * Age^2	0.0000	0.0000	-0.78
PIXAR * Conduct * Age^2	-0.0002 ***	0.0001	-3.52
LUCASFILM * Conduct * Age^2	0.0000	0.0001	0.19
ADOBE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.8370 ***	0.0376	22.24
APPLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.3141 ***	0.0250	-12.57
GOOGLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.3453 ***	0.0061	56.20
INTEL * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0323 ***	0.0020	16.45
INTUIT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0213 *	0.0127	-1.67
PIXAR * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.1142 ***	0.0342	3.34
LUCASFILM * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0664 ***	0.0169	3.92
ADOBE * Conduct	1.8691 ***	0.0976	19.15
APPLE * Conduct	-0.7391 ***	0.0549	-13.46
GOOGLE * Conduct	0.2602 ***	0.0380	6.84
INTEL * Conduct	0.0240 *	0.0132	1.81
INTUIT * Conduct	-0.1416 ***	0.0576	-2.46
PIXAR * Conduct	0.0277	0.1164	0.24
LUCASFILM * Conduct	0.2427	0.1636	1.48
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.7079 ***	0.0056	125.95
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7265 ***	0.0027	272.85
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.5121 ***	0.0017	294.66
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6721 ***	0.0023	286.66
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7202 ***	0.0059	121.40
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6619 ***	0.0056	117.60
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.8067 ***	0.0360	22.42
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.2868 ***	0.0055	52.13
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2828 ***	0.0028	102.17
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3466 ***	0.0017	207.40
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.2964 ***	0.0023	129.91
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2541 ***	0.0057	44.21
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1743 ***	0.0053	32.60
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.1922 ***	0.0365	5.26
ADOBE * Log(Age)	0.4727 **	0.2194	2.15
APPLE * Log(Age)	-1.0913 ***	0.1256	-8.69
GOOGLE * Log(Age)	1.0010 ***	0.1547	6.47
INTEL * Log(Age)	-0.2981 ***	0.0485	-6.15
INTUIT * Log(Age)	-0.8571 ***	0.1696	-5.05
PIXAR * Log(Age)	-0.0441	0.4413	-0.10

### **Appendix 9A**

LUCASFILM * Log(Age)	0.0240	0.8306	0.03
ADOBE * Log(Age)^2	-0.0695 ***	0.0297	-2.34
APPLE * Log(Age)^2	0.1235 ***	0.0170	7.24
GOOGLE * Log(Age)^2	-0.1483 ***	0.0214	-6.92
INTEL * Log(Age)^2	0.0348 ***	0.0066	5.30
INTUIT * Log(Age)^2	0.1010 ***	0.0229	4.41
PIXAR * Log(Age)^2	0.0166	0.0605	0.27
LUCASFILM * Log(Age)^2	-0.0085	0.1115	-0.08
Log(Company Tenure) (Months)	-0.0167 ***	0.0050	-3.36
Log(Company Tenure)^2	0.0017 ***	0.0005	3.14
Male	0.0025 ***	0.0005	4.62
DLog(Information Sector Employment in San-Jose)	1.5574 ***	0.0183	85.30
Log(Total Number of Transfers Among Defendants)	0.0770 ***	0.0018	42.53
Year (trend)	-0.0025 ***	0.0003	-7.90
ADOBE * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0441 ***	0.0095	-4.63
APPLE * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0461 ***	0.0066	6.94
GOOGLE * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.2261 ***	0.0026	-86.41
INTEL * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0049 ***	0.0013	3.77
INTUIT * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0808 ***	0.0046	17.61
PIXAR * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.1603 ***	0.0308	-5.20
LUCASFILM * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0217	0.0154	-1.41
Log(Total Number of New Hires)	-0.2292 ***	0.0026	-89.66
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0915 ***	0.0043	-21.15
DLog(Firm Revenue Per Employee/CPI) (-1)	0.1646 ***	0.0033	50.39
APPLE	3.3227 ***	0.4646	7.15
GOOGLE	-0.0066	0.4898	-0.01
INTEL	1.6772 ***	0.4130	4.06
INTUIT	2.9576 ***	0.5094	5.81
PIXAR	1.3942	0.9009	1.55
LUCASFILM	0.9044	1.5907	0.57
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.928		
Observations	508,969		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 9B**

## Dr. Leamer's Figure 23 Regression Including Defendant-Specific Conduct Variables and Other Defendant-Specific Interactive Effects

Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

ADDBE* Conduct* Age	Variable	Estimate	St. Error	T-Value
GODGL** Conduct** Age         0.0074 ****         0.0035         2.93           INTUIT * Conduct* Age         0.0035 ***         0.0035         2.42           INTUIT * Conduct* Age         0.0012 **         0.005 **         1.83           LUCASFILM** Conduct* Age*         0.0010 **         0.000 **         1.37           APDE** Conduct* Age*2         0.0001 **         0.000 **         1.37           APDE** Conduct* Age*2         0.0001 **         0.000 **         5.07           INTUIT * Conduct* Age*2         0.0001 **         0.000 **         5.07           INTUIT * Conduct* Age*2         0.0001 **         0.000 **         -0.001           INTUIT * Conduct* Age*2         0.0001 **         0.000 **         -0.001           INTUIT * Conduct* Age*2         0.0001 **         0.000 **         -0.001           PIDEA** Conduct* Age*2         0.0001 **         0.000 **         -0.001           ADDE** Conduct* Log(Number of New Hires in the Firm/Number of Employees(-1))         0.127 **         0.034 **         -0.001         -0.002         2.45           ADDE** Conduct* Log(Number of New Hires in the Firm/Number of Employees(-1))         0.327 **         0.038 **         0.034 **         2.45           ADDE** Conduct* Log(Number of New Hires in the Firm/Number of Employees(-1)) <t< td=""><td>ADOBE * Conduct * Age</td><td>-0.0062 *</td><td>0.0033</td><td>-1.85</td></t<>	ADOBE * Conduct * Age	-0.0062 *	0.0033	-1.85
NTLI   Conduct   Age	APPLE * Conduct * Age	0.0090 ***	0.0020	4.54
NTUT   Conduct * Age	GOOGLE * Conduct * Age	0.0074 ***	0.0025	2.93
MAR   Conduct   Age	INTEL * Conduct * Age	0.0035 ***	0.0008	4.42
DUBSPILLY **Conduct **Age*2	INTUIT * Conduct * Age	-0.0011	0.0037	-0.29
ADDBE * Conduct * Age*2	PIXAR * Conduct * Age	0.0102 *	0.0056	1.83
APPEL * Conduct * Age^2         -0.0001 ** 0.000         -3.01           GOGGE * Conduct * Age^2         -0.0001 ** 0.000         -3.01           INTUT * Conduct * Age^2         0.0000 ** 0.000         0.000           INTUT * Conduct * Age^2         -0.0001 ** 0.000         0.000           LUCASFILM * Conduct * Age^2         -0.0001 ** 0.0001         0.001           ADDBE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.985 ** 0.048         20.45           APPLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.327 ** 0.008         37.18           INTEL * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.038 ** 0.006         14.83           INTUT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.038 ** 0.006         14.83           INTUT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.038 ** 0.006         14.83           INTUT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.064 ** 0.004         -1.46           LUCASFILM * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.062 ** 0.002         0.072         2.97           APDE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.062 ** 0.002         0.002         0.002         0.002         0.002 <td< td=""><td>LUCASFILM * Conduct * Age</td><td>0.0036</td><td>0.0182</td><td>0.20</td></td<>	LUCASFILM * Conduct * Age	0.0036	0.0182	0.20
GOGGLE* Conduct *Age*2	ADOBE * Conduct * Age^2	0.0001	0.0000	1.37
NTUIT * Conduct * Age*2	APPLE * Conduct * Age^2	-0.0001 ***	0.0000	-4.65
INTUIT * Conduct * Age^2	GOOGLE * Conduct * Age^2	-0.0001 ***	0.0000	-3.01
PIXAR * Conduct * Age^2   .0.0001 * .0.0001	INTEL * Conduct * Age^2	0.0000 ***	0.0000	-5.07
COCCSPILM * Conduct * Age*2   CO.0001   CO.0002   CO.0	INTUIT * Conduct * Age^2	0.0000	0.0000	0.17
ADDBE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	PIXAR * Conduct * Age^2	-0.0001 *	0.0001	-1.92
APPLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.03276 ***         0.0385         3.738           GOOGLE* Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.0388 **         0.006         14.83           INTEL * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.0750 ***         0.014         -3.87           PIXAR * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.0620 **         0.040         1.46           LUCASFILM* Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.0820 **         0.076         2.97           ADDBE * Conduct         1.02(Number of New Hires in the Firm/Number of Employees(-1))         0.0432 **         0.047         2.75           APPLE * Conduct         0.0432 **         0.047         4.75           APPLE * Conduct         0.0432 **         0.0494         4.21           INTUI * Conduct         0.0568 **         0.0494         4.21           INTUI * Conduct         0.0206 **         0.0458 ***         0.085           INTUI * Conduct         0.0206 **         0.0569 **         0.0569 **           INTUI * Conduct         0.0206 **         0.0569 **         0.0569 **           INTUI * Conduct         0.0206 **         0.0206 **         0.0569 **	LUCASFILM * Conduct * Age^2	-0.0001	0.0002	-0.41
GOOGLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	ADOBE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.9854 ***	0.0482	20.45
INTEL* Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.0388 ***         0.0026         14.83           INTUIT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         -0.0750 ***         0.0149         -3.87           PIXAR * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))         0.0820 ***         0.0276         2.92           ADDBE * Conduct         2.2161 ***         0.1241         17.85           APPLE * Conduct         0.0278 ***         0.0747         -5.79           GOOGLE * Conduct         0.0278 ***         0.0149         -5.79           INTUIT * Conduct         0.0548 ***         0.0185         2.97           INTUIT * Conduct         0.0820 **         0.0875         2.14           PIXAR * Conduct         0.0266 **         0.0876         0.0875           INCASTILIN * Conduct         0.0266 **         0	APPLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.1272 ***	0.0345	-3.68
NTUIT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	GOOGLE * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.3276 ***	0.0088	37.18
PIXAR * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	INTEL * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0388 ***	0.0026	14.83
CUCASFILM * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))   CORRE * CONDUCT   C	INTUIT * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0750 ***	0.0194	-3.87
ADOBE * Conduct         2.2161 *** 0.1241         17.85           APPLE * Conduct         -0.4323 *** 0.0747         -5.79           GOOGLE * Conduct         0.0278 *** 0.0494         4.21           INTEL * Conduct         0.0548 *** 0.0855         2.97           INTUIT * Conduct         -0.1868 *** 0.0875         -2.14           PIXAR * Conduct         -0.2066         0.1508         -1.37           LUCASFILM * Conduct         0.0675 *** 0.062         0.3662         0.56           ADOBE * Log(Total Annual Compensation/CPI) (-1)         0.6754 *** 0.0075         89.78           APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7040 *** 0.0037         192.60           GOOGLE * Log(Total Annual Compensation/CPI) (-1)         0.4607 *** 0.0022         207.91           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6429 *** 0.0022         219.78           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6772 *** 0.0084         73.65           LUCASFILM * Log(Total Annual Compensation/CPI) (-1)         0.6022 *** 0.0084         73.65           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.3112 *** 0.0074         42.05           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.3478 *** 0.0021         162.51           INTUIT * Log(Total Annual Compensation/CPI) (-2)	PIXAR * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0642	0.0440	-1.46
ADOBE * Conduct         2.2161 *** 0.1241 17.85           APPLE * Conduct         -0.4323 *** 0.0747 -5.79           GOOGLE * Conduct         0.2078 *** 0.0494 4.21           INTEL * Conduct         0.0548 *** 0.0185 2.97           INTUIT * Conduct         -0.1868 ** 0.0875 -2.14           PIXAR * Conduct         -0.2066 0.1508 -1.37           LUCASFILM * Conduct         0.2066 0.566 0.56           ADOBE * Log(Total Annual Compensation/CPI) (-1)         0.6754 *** 0.0075 89.78           APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7040 *** 0.0022 207.91           INTEL * Log(Total Annual Compensation/CPI) (-1)         0.6429 *** 0.0022 207.91           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6772 *** 0.008 76.81           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.6772 *** 0.008 76.81           NTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6772 *** 0.008 76.81           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.6772 *** 0.008 76.81           LUCASFILM * Log(Total Annual Compensation/CPI) (-1)         0.6772 *** 0.008 76.81           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.3112 *** 0.007 4 42.05           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.3478 *** 0.002 1 16.51           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.3478 *** 0.002 1 16.51	LUCASFILM * Conduct * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0820 ***	0.0276	2.97
GOOGLE * Conduct         0.0278 ***         0.0494         4.21           INTEL * Conduct         0.0548 ***         0.0858         2.97           INTUIT * Conduct         -0.1868 **         0.0875         -2.14           PIXAR * Conduct         -0.2066         0.1508         -1.37           LUCASFILM * Conduct         0.0062         0.3662         0.56           ADOBE * Log(Total Annual Compensation/CPI) (-1)         0.6754 ***         0.0075         89.78           APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7040 ***         0.0022         20.79           INTEL * Log(Total Annual Compensation/CPI) (-1)         0.6429 ***         0.0022         20.79           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6429 ***         0.0022         20.79           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6429 ***         0.0024         20.79           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6727 ***         0.0084         73.65           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.3112 ***         0.0074         42.04           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.3478 ***         0.0021         162.51           INTUI * Log(Total Annual Compensation/CPI) (-2)         0.3478 ***         0.0021		2.2161 ***	0.1241	17.85
NTEL * Conduct   0.0548 ***   0.0185   2.97   1	APPLE * Conduct	-0.4323 ***	0.0747	-5.79
NTUIT * Conduct	GOOGLE * Conduct	0.2078 ***	0.0494	4.21
PIXAR * Conduct   0.2066   0.1508   7.366   0.1508   0.2061   0.2062   0.3662   0.566   0.2062   0.3662   0.566   0.2062   0.3662   0.5662   0.2062   0.3662   0.5662   0.2062   0.3662   0.5662   0.2062   0.3662   0.2062   0.3662   0.2062   0.3662   0.2062   0.3662   0.20	INTEL * Conduct	0.0548 ***	0.0185	2.97
LUCASFILM* Conduct         0.2062         0.3662         0.56           ADOBE * Log(Total Annual Compensation/CPI) (-1)         0.6754 ***         0.0075         89.78           APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7040 ***         0.0037         192.60           GOOGLE * Log(Total Annual Compensation/CPI) (-1)         0.6407 ***         0.0022         207.91           INTEL * Log(Total Annual Compensation/CPI) (-1)         0.6429 ***         0.0022         219.78           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6772 ***         0.0088         76.81           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.6202 ***         0.0084         73.65           LUCASFILM * Log(Total Annual Compensation/CPI) (-1)         0.7676 ***         0.0084         73.65           ADOBE * Log(Total Annual Compensation/CPI) (-2)         0.3112 ***         0.0074         42.05           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.3478 ***         0.001         162.51           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.3113 ***         0.002         19.66           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.393 ***         0.005         34.49           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.2340 ***         0.007         3.34      <	INTUIT * Conduct	-0.1868 **	0.0875	-2.14
ADDBE * Log(Total Annual Compensation/CPI) (-1)         0.6754 ***         0.0075         89.78           APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7040 ***         0.0037         192.60           GOOGLE * Log(Total Annual Compensation/CPI) (-1)         0.4607 ***         0.0022         207.91           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6429 ***         0.0029         219.78           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6772 ***         0.0088         76.81           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.6202 ***         0.0084         73.65           LUCASFILM * Log(Total Annual Compensation/CPI) (-1)         0.7676 ***         0.0695         11.04           ADOBE * Log(Total Annual Compensation/CPI) (-2)         0.3112 ***         0.0074         42.05           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.2864 ***         0.0038         74.62           GOOGLE * Log(Total Annual Compensation/CPI) (-2)         0.3478 ***         0.0021         162.51           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.3113 ***         0.0028         109.66           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.0956 ***         0.0076         12.61           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.2340 ***         0.0	PIXAR * Conduct	-0.2066	0.1508	-1.37
APPLE * Log(Total Annual Compensation/CPI) (-1)       0.7040 ***       0.0037       192.60         GOOGLE * Log(Total Annual Compensation/CPI) (-1)       0.4607 ***       0.0022       207.91         INTEL * Log(Total Annual Compensation/CPI) (-1)       0.6429 ***       0.0029       219.78         INTUIT * Log(Total Annual Compensation/CPI) (-1)       0.6772 ***       0.0088       76.81         PIXAR * Log(Total Annual Compensation/CPI) (-1)       0.6202 ***       0.0084       73.65         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.7676 ***       0.0695       11.04         ADOBE * Log(Total Annual Compensation/CPI) (-2)       0.3112 ***       0.0074       42.05         APPLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.0021       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0021       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0021       162.51         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.0056       31.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0070       33.4         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       0.1880       0.1917	LUCASFILM * Conduct	0.2062	0.3662	0.56
GOOGLE * Log(Total Annual Compensation/CPI) (-1)         0.4607 ***         0.0022         207.91           INTEL * Log(Total Annual Compensation/CPI) (-1)         0.6429 ***         0.0029         219.78           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.6772 ***         0.0088         76.81           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.6202 ***         0.0084         73.65           LUCASFILM * Log(Total Annual Compensation/CPI) (-1)         0.7676 ***         0.0695         11.04           ADOBE * Log(Total Annual Compensation/CPI) (-2)         0.3112 ***         0.0074         42.05           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.2864 ***         0.0038         74.62           GOOGLE * Log(Total Annual Compensation/CPI) (-2)         0.3478 ***         0.0021         162.51           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.3113 ***         0.0021         162.51           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2930 ***         0.0085         34.49           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.2340 ***         0.0702         3.34           ADOBE * Log(Age)         0.3557         0.2812         1.26           APPLE * Log(Age)         0.1880         0.1917         0.98           INTUIT * Log(Age	ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6754 ***	0.0075	89.78
INTEL * Log(Total Annual Compensation/CPI) (-1)       0.6429 ***       0.0029       219.78         INTUIT * Log(Total Annual Compensation/CPI) (-1)       0.6772 ***       0.0088       76.81         PIXAR * Log(Total Annual Compensation/CPI) (-1)       0.6202 ***       0.0084       73.65         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.3112 ***       0.0095       11.04         ADOBE * Log(Total Annual Compensation/CPI) (-2)       0.3112 ***       0.003       74.62         GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.002       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.005       34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.43	APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7040 ***	0.0037	192.60
INTUIT * Log(Total Annual Compensation/CPI) (-1)       0.6772 ***       0.0088       76.81         PIXAR * Log(Total Annual Compensation/CPI) (-1)       0.6202 ***       0.0084       73.65         LUCASFILM * Log(Total Annual Compensation/CPI) (-1)       0.7676 ***       0.0695       11.04         ADOBE * Log(Total Annual Compensation/CPI) (-2)       0.3112 ***       0.0074       42.05         APPLE * Log(Total Annual Compensation/CPI) (-2)       0.2864 ***       0.0038       74.62         GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.0021       162.51         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       0.1880       0.1917       0.98         INTUIT * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4607 ***	0.0022	207.91
PIXAR * Log(Total Annual Compensation/CPI) (-1)       0.6202 ***       0.0084       73.65         LUCASFILM * Log(Total Annual Compensation/CPI) (-1)       0.7676 ***       0.0695       11.04         ADOBE * Log(Total Annual Compensation/CPI) (-2)       0.3112 ***       0.0074       42.05         APPLE * Log(Total Annual Compensation/CPI) (-2)       0.2864 ***       0.0038       74.62         GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.0021       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.0085       34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       -1.2304 ***       0.1670       -7.37         GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTUIT * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6429 ***	0.0029	219.78
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)       0.7676 *** 0.0695 11.04         ADOBE * Log(Total Annual Compensation/CPI) (-2)       0.3112 *** 0.0074 42.05         APPLE * Log(Total Annual Compensation/CPI) (-2)       0.2864 *** 0.0038 74.62         GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 *** 0.0021 162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 *** 0.0028 109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 *** 0.0085 34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 *** 0.0076 12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 *** 0.0702 3.34         ADOBE * Log(Age)       0.3557 0.2812 1.26         APPLE * Log(Age)       0.1880 0.1917 0.98         INTEL * Log(Age)       0.3725 *** 0.0699 -5.33         INTUIT * Log(Age)       -0.3725 *** 0.0699 -5.33         INTUIT * Log(Age)       -1.0874 *** 0.2520 -4.31	INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.6772 ***	0.0088	76.81
ADOBE * Log(Total Annual Compensation/CPI) (-2)       0.3112 ***       0.0074       42.05         APPLE * Log(Total Annual Compensation/CPI) (-2)       0.2864 ***       0.0038       74.62         GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.0021       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.0085       34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       0.03725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6202 ***	0.0084	73.65
APPLE * Log(Total Annual Compensation/CPI) (-2)       0.2864 ***       0.0038       74.62         GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.0021       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.0085       34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0070       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.7676 ***	0.0695	11.04
GOOGLE * Log(Total Annual Compensation/CPI) (-2)       0.3478 ***       0.0021       162.51         INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.0085       34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0070       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       -1.2304 ***       0.1670       -7.37         GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3112 ***	0.0074	42.05
INTEL * Log(Total Annual Compensation/CPI) (-2)       0.3113 ***       0.0028       109.66         INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 ***       0.0085       34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2864 ***	0.0038	74.62
INTUIT * Log(Total Annual Compensation/CPI) (-2)       0.2930 *** 0.0085 34.49         PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 *** 0.0076 12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 *** 0.0702 3.34         ADOBE * Log(Age)       0.3557 0.2812 1.26         APPLE * Log(Age)       -1.2304 *** 0.1670 -7.37         GOOGLE * Log(Age)       0.1880 0.1917 0.98         INTEL * Log(Age)       -0.3725 *** 0.0699 -5.33         INTUIT * Log(Age)       -1.0874 *** 0.2520 -4.31	GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3478 ***	0.0021	162.51
PIXAR * Log(Total Annual Compensation/CPI) (-2)       0.0956 ***       0.0076       12.61         LUCASFILM * Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       -1.2304 ***       0.1670       -7.37         GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3113 ***	0.0028	109.66
LUCASFILM* Log(Total Annual Compensation/CPI) (-2)       0.2340 ***       0.0702       3.34         ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       -1.2304 ***       0.1670       -7.37         GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2930 ***	0.0085	34.49
ADOBE * Log(Age)       0.3557       0.2812       1.26         APPLE * Log(Age)       -1.2304 ***       0.1670       -7.37         GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.0956 ***	0.0076	12.61
APPLE * Log(Age)       -1.2304 ***       0.1670       -7.37         GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.2340 ***	0.0702	3.34
GOOGLE * Log(Age)       0.1880       0.1917       0.98         INTEL * Log(Age)       -0.3725 ***       0.0699       -5.33         INTUIT * Log(Age)       -1.0874 ***       0.2520       -4.31	ADOBE * Log(Age)	0.3557	0.2812	1.26
INTEL * Log(Age) -0.3725 *** 0.0699 -5.33 INTUIT * Log(Age) -1.0874 *** 0.2520 -4.31	APPLE * Log(Age)	-1.2304 ***	0.1670	-7.37
INTEL * Log(Age) -0.3725 *** 0.0699 -5.33 INTUIT * Log(Age) -1.0874 *** 0.2520 -4.31	GOOGLE * Log(Age)	0.1880	0.1917	0.98
INTUIT * Log(Age) -1.0874 *** 0.2520 -4.31		-0.3725 ***	0.0699	-5.33
		-1.0874 ***	0.2520	-4.31
	PIXAR * Log(Age)	0.6246	0.5776	1.08

### **Appendix 9B**

LUCASFILM * Log(Age)	-0.4933	1.5449	-0.32
ADOBE * Log(Age)^2	-0.0547	0.0381	-1.43
APPLE * Log(Age)^2	0.1382 ***	0.0228	6.07
GOOGLE * Log(Age)^2	-0.0387	0.0265	-1.46
INTEL * Log(Age)^2	0.0449 ***	0.0095	4.73
INTUIT * Log(Age)^2	0.1305 ***	0.0342	3.82
PIXAR * Log(Age)^2	-0.0667	0.0793	-0.84
LUCASFILM * Log(Age)^2	0.0634	0.2101	0.30
Log(Company Tenure) (Months)	0.0021	0.0067	0.31
Log(Company Tenure)^2	0.0003	0.0007	0.47
Male	0.0058 ***	0.0008	7.21
DLog(Information Sector Employment in San-Jose)	1.6830 ***	0.0250	67.20
Log(Total Number of Transfers Among Defendants)	0.0854 ***	0.0024	35.18
Year (trend)	-0.0004	0.0004	-0.99
ADOBE * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0497 ***	0.0122	-4.06
APPLE * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0349 ***	0.0092	3.81
GOOGLE * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.2318 ***	0.0037	-63.00
INTEL * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.0041 ***	0.0018	2.34
INTUIT * Log(Number of New Hires in the Firm/Number of Employees(-1))	0.1109 ***	0.0069	16.17
PIXAR * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0495	0.0394	-1.26
LUCASFILM * Log(Number of New Hires in the Firm/Number of Employees(-1))	-0.0296	0.0227	-1.31
Log(Total Number of New Hires)	-0.2643 ***	0.0035	-76.33
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0435 ***	0.0058	-7.45
DLog(Firm Revenue Per Employee/CPI) (-1)	0.1532 ***	0.0044	35.02
APPLE	3.4399 ***	0.5998	5.73
GOOGLE	1.5131 ***	0.6217	2.43
INTEL	1.6323 ***	0.5322	3.07
INTUIT	3.2415 ***	0.6919	4.68
PIXAR	0.8473	1.1715	0.72
LUCASFILM	1.4582	2.8740	0.51
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.879		
Observations	295,136		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level. Source: Dr. Leamer's backup data and materials. Pixar revenue data after 2005 are included.

### **Appendix 10A**

### Dr. Leamer's Figure 20 Regression Using a Single Conduct Variable

### All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
Conduct	-0.0344 ***	0.0008	-41.98
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6978 ***	0.0054	129.27
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7416 ***	0.0026	279.85
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4943 ***	0.0017	293.50
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6687 ***	0.0024	282.48
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7117 ***	0.0057	124.33
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6961 ***	0.0069	100.42
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.8118 ***	0.0363	22.36
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.2934 ***	0.0053	55.74
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2595 ***	0.0027	95.36
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3734 ***	0.0016	229.06
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3005 ***	0.0023	130.49
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2522 ***	0.0055	45.49
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1992 ***	0.0067	29.64
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.1798 ***	0.0367	4.90
Log(Age) (Years)	-0.0105	0.0328	-0.32
Log(Age)^2	-0.0076 *	0.0044	-1.72
Log(Company Tenure) (Months)	0.0083 *	0.0050	1.66
Log(Company Tenure)^2	-0.0009 *	0.0006	-1.66
Male	0.0027 ***	0.0005	5.02
DLog(Information Sector Employment in San-Jose)	1.4135 ***	0.0136	103.90
Log(Total Number of Transfers Among Defendants)	0.0959 ***	0.0015	63.66
Year (trend)	-0.0039 ***	0.0003	-14.53
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0169 ***	0.0008	21.61
Log(Total Number of New Hires)	-0.2478 ***	0.0021	-116.78
Log(Firm Revenue Per Employee/CPI) (-1)	-0.1027 ***	0.0034	-30.20
DLog(Firm Revenue Per Employee/CPI) (-1)	0.2162 ***	0.0033	66.49
APPLE	0.0607 ***	0.0162	3.75
GOOGLE	1.0320 ***	0.0174	59.42
INTEL	0.1516 ***	0.0146	10.40
INTUIT	0.1473 ***	0.0193	7.64
PIXAR	0.7075 ***	0.0422	16.77
LUCASFILM	0.1256 ***	0.0480	2.61
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.926		
Observations	504,897		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 10B**

### Dr. Leamer's Figure 23 Regression Using a Single Conduct Variable

### Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
Conduct	-0.0234 ***	0.0011	-20.94
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6643 ***	0.0072	91.76
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7212 ***	0.0037	197.36
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4403 ***	0.0022	203.78
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6407 ***	0.0030	215.53
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.6578 ***	0.0084	78.28
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6523 ***	0.0106	61.69
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.8457 ***	0.0692	12.21
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3158 ***	0.0071	44.58
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2581 ***	0.0038	68.54
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3629 ***	0.0021	173.68
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3171 ***	0.0029	110.18
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2967 ***	0.0081	36.48
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1054 ***	0.0097	10.89
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.1456 **	0.0694	2.10
Log(Age) (Years)	-0.1807 ***	0.0463	-3.90
Log(Age)^2	0.0146 **	0.0063	2.32
Log(Company Tenure) (Months)	0.0326 ***	0.0068	4.78
Log(Company Tenure)^2	-0.0028 ***	0.0008	-3.78
Male	0.0065 ***	0.0008	7.89
DLog(Information Sector Employment in San-Jose)	1.5271 ***	0.0189	80.81
Log(Total Number of Transfers Among Defendants)	0.0983 ***	0.0020	48.08
Year (trend)	-0.0009 ***	0.0004	-2.52
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0154 ***	0.0011	14.31
Log(Total Number of New Hires)	-0.2724 ***	0.0029	-93.07
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0811 ***	0.0047	-17.17
DLog(Firm Revenue Per Employee/CPI) (-1)	0.2127 ***	0.0044	48.43
APPLE	0.1244 ***	0.0245	5.08
GOOGLE	1.3816 ***	0.0259	53.33
INTEL	0.1573 ***	0.0219	7.19
INTUIT	0.1486 ***	0.0315	4.71
PIXAR	1.5543 ***	0.0771	20.17
LUCASFILM	0.0296	0.1038	0.29
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.874		
Observations	292,489		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

# Appendix 10C

<u> </u>	"Undercompensation" Estimates Using a Single Conduct Variable in Dr. Leamer's Regression	mpens: :Variab	ation" l	Estimat r. Leam	es Usir er's Re	sing a Singl Regression	gle n	vs.	"Un	dercom	ıpensa <sup>·</sup> Fi <u>ε</u>	tion" E ;ures 2	sation" Estimates Figures 22 and 24	es in Di	"Undercompensation" Estimates in Dr. Leamer's Figures 22 and 24	er's
		AII-Sa	All-Salaried Employee Class	nployee	Class						All-Sal	aried Er	All-Salaried Employee Class	Class		
Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar		Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar
2005	-1.72%	-1.72%	-1.72%	-1.72%		-11.95%	-10.29%		2002	-1.61%	-1.59%	-1.78%	-1.67%		-12.13%	-10.56%
2006	-4.63%	-4.71%	-4.28%	-4.58%		-14.77%	-12.23%		2006	-4.28%	-4.43%	-4.44%	-4.70%		-14.63%	-12.44%
2007	-7.17%	-7.37%	-6.19%	-7.02%	-3.44%	-17.58%	-14.00%		2007	-6.64%	-6.94%	-6.39%	-7.46%	-3.24%	-17.24%	-14.28%
2008	-9.80%	-10.13%	-8.10%	-9.51%	-5.88%	-20.36%	-15.61%		2008	-9.08%	-9.56%	-8.40%	-10.05%	-5.64%	-19.94%	-15.76%
2009	-9.80%	-10.28%	-7.17%	-9.32%	-5.91%	-20.55%	-14.52%		2009	-9.15%	-9.73%	-7.51%	-9.95%	-5.70%	-20.12%	-14.65%
	_	echnica	Technical, Creative and R&D C	ve and R	ኒ&D Class	SS				Te	chnical	, Creati	Technical, Creative and R&D Class	&D Clas	SS	
Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar		Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar
2005	-1.17%	-1.17%	-1.17%	-1.17%		-8.33%	-6.08%		2002	-1.56%	-1.90%	-3.07%	-1.64%		-10.80%	-9.28%
2006	-3.12%	-3.19%	-2.86%	-3.09%		-10.31%	-6.85%		2006	-4.29%	-4.96%	-7.23%	-3.06%		-14.77%	-10.47%
2007	-4.78%	-4.94%	-4.03%	-4.69%	-2.34%	-12.27%	-7.45%		2007	-6.48%	-7.79%	-9.36%	-3.38%	-3.41%	-18.08%	-10.61%
2008	-6.50%	-6.73%	-5.15%	-6.33%	-3.88%	-14.22%	-7.92%		2008	-8.80%	-10.64%	-11.20%	-4.76%	-5.21%	-20.44%	-11.87%
2009	-6.42%	-6.71%	-4.31%	-6.13%	-3.83%	-14.40%	-6.54%		2009	-8.44%	-10.51%	-9.00%	-4.19%	-4.96%	-20.54%	-9.62%

Source: Leamer Figure 20 and 23 regressions excluding conduct interactions

with age and hiring rate.

### **Appendix 11A**

## Dr. Leamer's Figure 20 Regression Including Defendant-Specific Conduct Variables

All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
ADOBE * Conduct	0.0053 *	0.0028	1.89
APPLE * Conduct	-0.0139 ***	0.0019	-7.37
GOOGLE * Conduct	-0.0969 ***	0.0021	-45.25
INTEL * Conduct	-0.0304 ***	0.0009	-33.37
INTUIT * Conduct	-0.0600 ***	0.0026	-23.17
PIXAR * Conduct	0.0396 ***	0.0048	8.34
LUCASFILM * Conduct	0.0000	0.0075	0.00
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6855 ***	0.0056	122.85
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7361 ***	0.0027	276.84
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4858 ***	0.0017	283.31
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6721 ***	0.0024	283.28
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7173 ***	0.0058	122.92
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6857 ***	0.0055	124.10
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.7984 ***	0.0364	21.92
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3056 ***	0.0055	56.03
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2645 ***	0.0027	96.26
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3741 ***	0.0016	228.53
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.2976 ***	0.0023	128.96
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2466 ***	0.0056	43.72
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1758 ***	0.0053	33.30
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.2003 ***	0.0369	5.43
Log(Age) (Years)	-0.0244	0.0327	-0.75
Log(Age)^2	-0.0057	0.0044	-1.28
Log(Company Tenure) (Months)	-0.0128 ***	0.0050	-2.55
Log(Company Tenure)^2	0.0013 ***	0.0006	2.42
Male	0.0032 ***	0.0005	5.82
DLog(Information Sector Employment in San-Jose)	1.4228 ***	0.0136	104.42
Log(Total Number of Transfers Among Defendants)	0.0800 ***	0.0015	53.90
Year (trend)	-0.0032 ***	0.0003	-12.13
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0128 ***	0.0008	16.20
Log(Total Number of New Hires)	-0.2273 ***	0.0021	-108.21
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0677 ***	0.0033	-20.55
DLog(Firm Revenue Per Employee/CPI) (-1)	0.1461 ***	0.0029	50.95
APPLE	0.0492 ***	0.0163	3.02
GOOGLE	1.0950 ***	0.0176	62.24
INTEL	0.1587 ***	0.0147	10.82
INTUIT	0.1818 ***	0.0193	9.40
PIXAR	0.7905 ***	0.0264	29.96
LUCASFILM	0.0271	0.0503	0.54
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.926		
Observations	508,969		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 11B**

# Dr. Leamer's Figure 23 Regression Including Defendant-Specific Conduct Variables

Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
ADOBE * Conduct	0.0175 ***	0.0036	4.80
APPLE * Conduct	-0.0227 ***	0.0026	-8.71
GOOGLE * Conduct	-0.1219 ***	0.0029	-42.51
INTEL * Conduct	-0.0124 ***	0.0012	-10.12
INTUIT * Conduct	-0.0512 ***	0.0040	-12.96
PIXAR * Conduct	0.0800 ***	0.0061	13.10
LUCASFILM * Conduct	0.0204	0.0130	1.57
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6517 ***	0.0075	86.93
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7204 ***	0.0036	197.54
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4279 ***	0.0022	195.45
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6449 ***	0.0030	217.17
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.6682 ***	0.0086	77.99
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6623 ***	0.0081	81.28
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.7861 ***	0.0701	11.21
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3285 ***	0.0074	44.62
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2566 ***	0.0038	67.66
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3684 ***	0.0021	175.48
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3140 ***	0.0029	109.24
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2870 ***	0.0083	34.76
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1014 ***	0.0075	13.58
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.2148 ***	0.0707	3.04
Log(Age) (Years)	-0.2111 ***	0.0461	-4.58
Log(Age)^2	0.0187 ***	0.0063	2.99
Log(Company Tenure) (Months)	0.0011	0.0068	0.16
Log(Company Tenure)^2	0.0005	0.0008	0.73
Male	0.0067 ***	0.0008	8.24
DLog(Information Sector Employment in San-Jose)	1.5258 ***	0.0189	80.88
Log(Total Number of Transfers Among Defendants)	0.0805 ***	0.0020	40.21
Year (trend)	0.0000	0.0004	-0.08
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0145 ***	0.0011	13.40
Log(Total Number of New Hires)	-0.2548 ***	0.0029	-88.38
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0402 ***	0.0045	-8.91
DLog(Firm Revenue Per Employee/CPI) (-1)	0.1324 ***	0.0038	34.60
APPLE	0.1309 ***	0.0246	5.32
GOOGLE	1.4469 ***	0.0261	55.52
INTEL	0.1653 ***	0.0220	7.53
INTUIT	0.1840 ***	0.0315	5.83
PIXAR	1.3668 ***	0.0455	30.03
LUCASFILM	-0.0872	0.1064	-0.82
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.874		
Observations	295,136		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

# Appendix 11C

"Undercompensation" Estimates in Dr. Leamer's	Figures 22 and 24
	vs.
"Undercompensation" Estimates Using Defendant-Specific	Conduct Variables in Dr. Leamer's Regression

# All-Salaried Employee Class

# All-Salaried Employee Class

20050.26%-0.69%-4.85%-1.52%0.01%11.48%2005-1.61%-1.59%-1.78%-1.67%-1.13%20060.71%-1.90%-12.04%-4.06%0.01%13.46%2006-4.28%-4.43%-4.44%-4.70%-14.63%20070.71%-2.97%-17.35%-6.00%0.01%15.21%2007-6.64%-6.94%-6.39%-7.46%-3.24%-17.24%20081.49%-4.08%-22.63%-8.44%-10.30%0.02%16.76%2008-9.08%-9.56%-8.40%-10.05%-5.64%-5.04%-9.95%-5.70%-20.12%20091.49%-4.13%-19.91%-8.28%-10.36%0.02%15.16%2009-9.15%-9.73%-7.51%-9.95%-5.70%-20.12%	Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar	Year	Adobe	Apple	Google	Intel	Intuit	Intuit Lucasfilm	Pixar
0.26%       -0.69%       -4.85%       -1.52%       0.01%       11.48%       2005       -1.61%       -1.59%       -1.78%       -1.67%         0.71%       -1.90%       -12.04%       -4.06%       0.01%       13.46%       2006       -4.28%       -4.43%       -4.44%       -4.70%         1.09%       -2.97%       -17.35%       -6.00%       0.01%       15.21%       2007       -6.64%       -6.94%       -6.39%       -7.46%       -3.24%         1.49%       -4.08%       -22.63%       -8.44%       -10.30%       0.02%       15.16%       2009       -9.15%       -9.73%       -7.51%       -9.95%       -5.64%         1.49%       -4.13%       -19.91%       -8.28%       -10.36%       0.02%       15.16%       2009       -9.15%       -9.73%       -7.51%       -9.95%       -5.70%																
0.71% -1.90% -12.04% -4.06% 0.01% 13.46% 2006 -4.28% -4.43% -4.44% -4.70% 1.09% -2.97% -17.35% -6.23% -6.00% 0.01% 15.21% 2007 -6.64% -6.94% -6.39% -7.46% -3.24% 1.49% -4.08% -22.63% -8.44% -10.30% 0.02% 16.76% 2008 -9.08% -9.56% -8.40% -10.05% -5.64% 1.49% -4.13% -19.91% -8.28% -10.36% 0.02% 15.16% 2009 -9.15% -9.73% -7.51% -9.95% -5.70% 1.49%	2002	0.26%	-0.69%	-4.85%	-1.52%		0.01%	11.48%	2005	-1.61%	-1.59%	-1.78%	-1.67%		-12.13%	-10.56%
1.09%       -2.97%       -17.35%       -6.23%       -6.00%       0.01%       15.21%       2007       -6.64%       -6.94%       -6.39%       -7.46%       -3.24%         1.49%       -4.08%       -22.63%       -8.44%       -10.30%       0.02%       16.76%       2008       -9.08%       -9.56%       -8.40%       -10.05%       -5.64%         1.49%       -4.13%       -19.91%       -8.28%       -10.36%       0.02%       15.16%       2009       -9.15%       -9.73%       -7.51%       -9.95%       -5.70%	2006	0.71%	-1.90%	-12.04%	-4.06%		0.01%	13.46%	2006	-4.28%	-4.43%	-4.44%	-4.70%		-14.63%	-12.44%
1.49% -4.13% -19.91% -8.28% -10.36% 0.02% 15.16% 2008 -9.08% -9.08% -9.56% -8.40% -10.05% -5.64% -10.49% -4.13% -19.91% -8.28% -10.36% 0.02% 15.16% 2009 -9.15% -9.73% -7.51% -9.95% -5.70% -	2007	1.09%	-2.97%	-17.35%	-6.23%	-6.00%	0.01%	15.21%	2007	-6.64%	-6.94%	-6.39%	-7.46%	-3.24%	-17.24%	-14.28%
1.49% -4.13% -19.91% -8.28% -10.36% 0.02% 15.16% 2009 -9.15% -9.73% -7.51% -9.95% -5.70%	2008	1.49%	-4.08%	-22.63%	-8.44%	-10.30%	0.02%	16.76%	2008	-9.08%	-9.56%	-8.40%	-10.05%	-5.64%	-19.94%	-15.76%
	2009	1.49%	-4.13%	-19.91%	-8.28%	-10.36%	0.02%	15.16%	2009	-9.15%	-9.73%	-7.51%	-9.95%	-5.70%	-20.12%	-14.65%

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Technical, Creative and R&D Class

Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar	Year	Adobe	Apple	Google	Intel	Intuit	Lucasfilm	Pixar
2002	0.87%	-1.13%	-6.09%	-0.62%		7.02%	21.01%	2005	-1.56%	-1.90%	-3.07%	-1.64%		-10.80%	-9.28%
2006	2.32%	-3.08%	-14.79%	-1.64%		8.71%	23.69%	2006	-4.29%	-4.96%	-7.23%	-3.06%		-14.77%	-10.47%
2007	3.55%	-4.78%	-20.76%	-2.50%	-5.12%	10.39%	25.82%	2007	-6.48%	-7.79%	-9.36%	-3.38%	-3.41%	-18.08%	-10.61%
2008	4.82%	-6.50%	-26.52%	-3.37%	-8.55%	12.08%	27.50%	2008	-8.80%	-10.64%	-11.20%	-4.76%	-5.21%	-20.44%	-11.87%
2009	4.74%	-6.47%	-22.04%	-3.27%	-8.46%	12.24%	22.83%	2009	-8.44%	-10.51%	-9.00%	-4.19%	-4.96%	-20.54%	-9.62%

Source: Leamer Figure 20 and 23 regressions excluding conduct interactions with age and hiring rate, and including company-conduct interactions.

Pixar revenue data after 2005 are included.

### **Appendix 12A**

### Dr. Leamer's Figure 20 Regression Using Pre-Conduct Period as Benchmark

### All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Conduct * Age^2         .0005         .0005         .10.83           Conduct * Age^2         .00001         .00001         .40.00           Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))         .00391         .0001         .40.01           Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))         .02432         .0011         .21.97           APDEE * Log(Total Annual Compensation/CPI) (-1)         .07667         .0002         .22.35           GOGGLE * Log(Total Annual Compensation/CPI) (-1)         .05619         .0002         .25.29           INTUIT * Log(Total Annual Compensation/CPI) (-1)         .06743         .0006         .24.59           INTUIT * Log(Total Annual Compensation/CPI) (-1)         .06957         .0006         .13.69           LOCASFILM * Log(Total Annual Compensation/CPI) (-2)         .02167         .0006         .13.69           ADDBE * Log(Total Annual Compensation/CPI) (-2)         .02637         .0001         .13.60           APPLE * Log(Total Annual Compensation/CPI) (-2)         .02637         .0002         .13.60           LOCASFILM * Log(Total Annual Compensation/CPI) (-2)         .02434         .0002         .13.61           INTUIT * Log(Total Annual Compensation/CPI) (-2)         .02434         .0005         .12.61           INTUIT * Log(T	Variable	Estimate	St. Error	T-Value
Conduct ** Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0391 ****         0.001         4.01           Conduct         -0.2432 ***         0.001         2.19.75           ADDBE ** Log(Total Annual Compensation/CPI) (-1)         0.0667 ***         0.002         22.75           APPLE ** Log(Total Annual Compensation/CPI) (-1)         0.05619 ***         0.002         245.28           GOOGLE ** Log(Total Annual Compensation/CPI) (-1)         0.0766 ***         0.002         245.29           INTUIT ** Log(Total Annual Compensation/CPI) (-1)         0.0786 ***         0.005         123.46           INCASFLIM ** Log(Total Annual Compensation/CPI) (-1)         0.0957 ***         0.005         123.46           LOCASFLIM ** Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.001         35.43           APPLE ** Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.004         477.9           APPLE ** Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.002         18.50           INTUIT ** Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.005         18.51           INTUIT ** Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.005         18.51           INTUIT ** Log(Total Annual Compensation/CPI) (-2)         0.249 ***         0.005	Conduct * Age	0.0056 ***	0.0005	10.83
Conduct         0.2432 ***         0.0111         21.97           ADD8E* Log(Total Annual Compensation/CPI) (-1)         0.7667 ***         0.0062         122.75           APPLE* Log(Total Annual Compensation/CPI) (-1)         0.5619 ***         0.0033         22.86           GOOGLE* Log(Total Annual Compensation/CPI) (-1)         0.6743 ***         0.0022         245.29           INTEL* Log(Total Annual Compensation/CPI) (-1)         0.6957 ***         0.0052         123.46           INTUIT* Log(Total Annual Compensation/CPI) (-1)         0.6957 ***         0.0052         123.46           BODSE* Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.001         35.34           APPLE* Log(Total Annual Compensation/CPI) (-2)         0.2637 **         0.004         77.79           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.003         77.79           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.005         18.56           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.005         18.51           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.005         18.51           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.005         12.51           Log	Conduct * Age^2	-0.0001 ***	0.0000	-11.78
ADOBE * Log(Total Annual Compensation/CPI) (-1)	Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))	-0.0391 ***	0.0010	-40.01
APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7374 ***         0.003         23.86           GOOGLE * Log(Total Annual Compensation/CPI) (-1)         0.6743 ***         0.002         245.29           INTEL * Log(Total Annual Compensation/CPI) (-1)         0.6743 ***         0.0062         14.53           INTUIT * Log(Total Annual Compensation/CPI) (-1)         0.085 ***         0.0056         123.46           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.0061         35.43           APDLE * Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.002         178.13           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.002         178.13           MTEL * Log(Total Annual Compensation/CPI) (-2)         0.253 ***         0.002         178.13           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.002         178.13           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         18.61           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.61           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.61           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.0498 ***         0.007	Conduct	-0.2432 ***	0.0111	-21.97
GOOGLE* Log(Total Annual Compensation/CPI) (-1)         0.5619 ***         0.0023         245.29           INTEL* Log(Total Annual Compensation/CPI) (-1)         0.6748 ***         0.0062         263.51           INTUIT* Log(Total Annual Compensation/CPI) (-1)         0.7686 ***         0.0062         123.56           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.0957 ***         0.0050         123.46           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.0061         35.43           ADDBE* Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.0021         17.81           APPLE* Log(Total Annual Compensation/CPI) (-2)         0.3504 ***         0.002         178.13           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.0059         41.50           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0059         41.50           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0051         7.75           Log(Age)*(Years)         0.0449 ***         0.0037         7.75           Log(Age)*(Years)         0.0498 ***         0.0057         12.04           Log(Age)*(Years)         0.0498 ***         0.0057         12.04           Log(Age)*(Years)         0.0068 **	ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.7667 ***	0.0062	122.75
INTEL* Log(Total Annual Compensation/CPI) (-1)         0.0784 ***         0.0052         1.53           INTUIT* Log(Total Annual Compensation/CPI) (-1)         0.0957 ***         0.0052         123.45           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.0957 ***         0.005         123.46           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.001         35.43           APPLE* Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.002         178.13           GOGGLE* Log(Total Annual Compensation/CPI) (-2)         0.2532 ***         0.002         178.13           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.005         18.61           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.005         18.61           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.61           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         6.71           LOG(Seg) (Years)         0.04166 ***         0.005         7.75           Log(Age) (Years)         0.04166 ***         0.007         1.02           Log(Company Tenure) (Months)         0.0684 ***         0.007         1.02           Log(Company Tenure) (Months)         <	APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7374 ***	0.0033	223.86
NTUIT * Log(Total Annual Compensation/CPI) (-1)	GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.5619 ***	0.0023	245.29
PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.6957 ***         0.0056         123.46           LUCASFILM* * Log (Total Annual Compensation/CPI) (-2)         0.7392 ***         0.0061         35.43           ADDBE * Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.0031         7.77           GOGGLE * Log(Total Annual Compensation/CPI) (-2)         0.3504 ***         0.0025         118.61           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.005         118.61           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2432 ***         0.005         118.61           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         1.71           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         1.71           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         1.71           LOg(Age) (Years)         0.4166 ***         0.037         1.75           Log(Seagh?2         0.0484 ***         0.007         1.67           Log(Company Tenure) (Months)         0.0684 ***         0.005         1.28           Male         0.0030 ***         0.0006 ***         1.00         1.28           Log(Total Number of Transfers Among Defendants)	INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6743 ***	0.0026	263.51
LUCASFILM* Log(Total Annual Compensation/CPI) (-1)         0.7392 ***         0.039         18.95           ADOBE * Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.001         35.43           APPLE * Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.003         77.79           GOOGLE * Log(Total Annual Compensation/CPI) (-2)         0.3504 ***         0.002         18.13           INTUI * Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.005         11.61           INTUI * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.13           IVEASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.61           IVEASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.61           IVEASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.005         17.75           Log(Sage) **         0.0146 ***         0.005         17.75           Log(Sage) **         0.0448 ***         0.003         *         0.075         17.05           Log(Sage) **         0.0068 ***         0.005         1.00         1.00         1.00         1.00         1.00         1.00         1.00         1.00         1.00         1.00	INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7086 ***	0.0062	114.53
ADOBE* Log(Total Annual Compensation/CPI) (-2)         0.2167 ***         0.0061         35.43           APPLE* Log(Total Annual Compensation/CPI) (-2)         0.2637 ***         0.0034         77.79           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.0025         118.13           INTEL* Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.0059         41.50           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.0059         41.50           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.0059         41.50           LUCASPILM* Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.0059         41.50           LUG(SAGR) (Years)         -0.4166 ***         0.033         6.75           Log(Age) (Years)         -0.4166 ***         0.037         7.75           Log(Company Tenure) (Months)         0.0684 ***         0.007         1.04           Log(Company Tenure) (Months)         1.098         4.00         4.00           Log(Company Tenure) (Months)         0.0684 ***         0.000         4.00           Log(Company Tenure) (Months)         0.0684 ***         0.000         4.00           Log(Total Number of New Hires)         0.0789 ***         0.001         4.02	PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6957 ***	0.0056	123.46
APPLE* Log(Total Annual Compensation/CPI) (-2)         0.2637 *** 0.0034 77.79           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.3504 *** 0.0020 178.13           INTEL* Log(Total Annual Compensation/CPI) (-2)         0.2932 *** 0.0025 118.61           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1477 *** 0.0054 27.16           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1477 *** 0.0054 27.16           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.243 *** 0.039 7.75           Log(Age) (Years)         -0.4166 *** 0.053 7.75           Log(Age) (Years)         0.0488 *** 0.0073 6.79           Log(Company Tenure) (Months)         0.0684 *** 0.0064 7.00           Log(Company Tenure) (Months)         0.0684 *** 0.0006 7.00           Male         0.0030 *** 0.0006 7.00           Log(Company Tenure) (Months)         0.0084 *** 0.0006 7.00           Log(Company Tenure) (Months)         0.068 *** 0.0006 7.00           Log(Company Tenure) (Months)         0.0084 *** 0.000	LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.7392 ***	0.0390	18.95
GOOGEL* *Log(Total Annual Compensation/CPI) (-2)         0.3504 ***         0.0020         178.13           INTEL* Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.0025         118.61           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.0059         41.50           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.0054         7.71           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0395         6.16           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0395         6.16           LUGASFILM * Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0395         6.75           Log(Age) (Years)         -0.4166 ***         0.0037         6.79           Log(Age) (Years)         0.0488 ***         0.0073         6.79           Log(Company Tenure) (Months)         0.0684 ***         0.000         12.00           Male         0.0030 ***         0.0006         4.83           DLog(Information Sector Employment in San-Jose)         1.2592 ***         0.0166         75.70           Log(Total Number of Transfers Among Defendants)         0.0789 ***         0.0018         42.98           Yea         1.2592 ***         0.0019 <td< td=""><td>ADOBE * Log(Total Annual Compensation/CPI) (-2)</td><td>0.2167 ***</td><td>0.0061</td><td>35.43</td></td<>	ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.2167 ***	0.0061	35.43
INTEL * Log(Total Annual Compensation/CPI) (-2)         0.2932 ***         0.0025         118.61           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.2459 ***         0.0059         41.50           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.0354         27.16           LOG(Age) (Years)         -0.4166 ***         0.037 **         6.16           Log(Age) (Years)         0.0498 ***         0.007 **         6.75           Log(Company Tenure) (Months)         0.0684 ***         0.007 **         12.04           Log(Company Tenure) (Months)         0.0088 ***         0.000 **         1.00           Male         0.0030 ***         0.006 ***         0.00 **         4.83           DLog(Information Sector Employment in San-Jose)         1.259 ***         0.016 **         75.70           Log(Total Number of Transfers Among Defendants)         0.0789 ***         0.001 **         75.70           Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0197 ***         0.0010 **         1.00           Log(Firm Revenue Per Employee/CPI) (-1)         0.0217 ***         0.0010 **         20.50           Log(Spirm Revenue Per Employee/CPI) (-1)         0.1286 ***         0.021 *         28.00           INTEL         0.0111 ***         0.012	APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2637 ***	0.0034	77.79
NTUIT * Log(Total Annual Compensation/CPI) (-2)   0.2459 ***   0.0059   41.50     PIXAR * Log(Total Annual Compensation/CPI) (-2)   0.1477 ***   0.0054   27.16     LUCASFILM * Log(Total Annual Compensation/CPI) (-2)   0.2434 ***   0.0395   6.16     Log(Age) (Years)   0.0486 ***   0.0537   7.75     Log(Age)^2   0.0488 ***   0.0073   7.75     Log(Company Tenure) (Months)   0.0684 ***   0.0057   12.04     Log(Company Tenure)^2   0.0068 ***   0.0006   10.87     Male   0.0030 ***   0.0066   4.83     DLog(Information Sector Employment in San-Jose)   1.2592 ***   0.0166   75.70     Log(Total Number of Transfers Among Defendants)   0.0197 ***   0.0015   4.93     Year (trend)   0.0197 ***   0.0010   19.03     Log(Total Number of New Hires In the Firm/Number of Employees(-1))   0.0197 ***   0.0010   19.03     Log(Firm Revenue Per Employee/CPI) (-1)   0.0928 ***   0.0045   20.50     DLog(Firm Revenue Per Employee/CPI) (-1)   0.1286 ***   0.0031   23.95     APPLE   0.1111 ***   0.0194   -5.71     GOOGLE   0.6086 ***   0.0217   28.00     INTEL   0.1019 ***   0.0127   28.00     INTEL   0.1019 ***   0.0223   10.17     PIXAR   0.9625 ***   0.303   31.82     LUCASFILM   0.1298 **   0.0626   -2.07     EVEL   Constant   YES   Constant   YES   Constant   Constant	GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3504 ***	0.0020	178.13
PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1477 ***         0.0054         27.16           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0395         6.16           Log(Age) (Years)         -0.4166 ***         0.0537         -7.75           Log(Age)^2         0.0498 ***         0.0073         6.79           Log(Company Tenure) (Months)         0.0684 ***         0.000         12.04           Log(Company Tenure)^2         -0.0068 ***         0.000         -10.87           Male         0.0030 ***         0.000         -7.70           Log(Information Sector Employment in San-Jose)         1.2592 ***         0.016         75.70           Log(Total Number of Transfers Among Defendants)         0.0789 ***         0.001         42.98           Year (trend)         -0.0105 ***         0.001         19.03           Log(Fotal Number of New Hires In the Firm/Number of Employees(-1))         0.0197 ***         0.001         19.03           Log(Firm Revenue Per Employee/CPI) (-1)         0.0224 ***         0.004         20.50           Log(Firm Revenue Per Employee/CPI) (-1)         0.1286 ***         0.023         3.95           APPLE         -0.1111 ***         0.019         **         0.02         3.71	INTEL * Log(Total Annual Compensation/CPI) (-2)	0.2932 ***	0.0025	118.61
LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.2434 ***         0.0395         6.16           Log(Age) (Years)         -0.4166 ***         0.0537         -7.75           Log(Age)^2         0.0498 ***         0.0073         6.79           Log(Company Tenure) (Months)         0.0684 ***         0.0057         12.04           Log(Company Tenure)^2         -0.0068 ***         0.0006         4.83           Male         0.0030 ***         0.0066         75.70           Log(Information Sector Employment in San-Jose)         1.2592 ***         0.016         75.70           Log(Total Number of Transfers Among Defendants)         0.0789 ***         0.003         2-9.97           Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0197 ***         0.001         19.03           Log(Firm Revenue Per Employee/CPI) (-1)         0.0928 ***         0.0045         20.50           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1286 ***         0.033         38.95           APPLE         -0.1111 ***         0.0194         -5.71           GOOGLE         0.6086 ***         0.021         28.00           INTEL         0.0109 ***         0.032         31.82           INTUIT         0.2270 ***         0.032         31.82 <td>INTUIT * Log(Total Annual Compensation/CPI) (-2)</td> <td>0.2459 ***</td> <td>0.0059</td> <td>41.50</td>	INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2459 ***	0.0059	41.50
Log(Age) (Years)         -0.4166 *** 0.0537 -7.75           Log(Age)^2         0.0498 *** 0.0073 6.79           Log(Company Tenure) (Months)         0.0684 *** 0.0057 12.04           Log(Company Tenure)^2         -0.0068 *** 0.0006 -10.87           Male         0.0030 *** 0.0006 4.83           DLog(Information Sector Employment in San-Jose)         1.2592 *** 0.0166 75.70           Log(Total Number of Transfers Among Defendants)         0.0789 *** 0.0018 42.98           Year (trend)         -0.015 *** 0.0003 -29.97           Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0197 *** 0.0010 19.03           Log(Total Number of New Hires)         -0.2174 *** 0.0030 -71.92           Log(Firm Revenue Per Employee/CPI) (-1)         0.0928 *** 0.0045 20.50           DLog(Firm Revenue Per Employee/CPI) (-1)         0.0286 *** 0.0033 38.95           APPLE         -0.1111 *** 0.0194 -5.71           GOOGLE         0.6086 *** 0.0217 28.00           INTEL         0.1019 *** 0.0173 5.89           INTUIT         0.2270 *** 0.0223 10.17           PIXAR         0.9625 *** 0.0302 31.82           LUCASFILM         -0.1298 ** 0.0626 -2.07           Location (State) Indicators         YES           Constant         YES           Constant         0.924	PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1477 ***	0.0054	27.16
Log(Age)^2         0.0498 ***         0.0073         6.79           Log(Company Tenure) (Months)         0.0684 ***         0.0057         12.04           Log(Company Tenure)^2         -0.0068 ***         0.0000         -10.87           Male         0.0030 ***         0.0006         4.83           DLog(Information Sector Employment in San-Jose)         1.2592 ***         0.0166         75.70           Log(Total Number of Transfers Among Defendants)         0.0789 ***         0.0018         42.98           Year (trend)         -0.0105 ***         0.0003         -29.97           Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0197 ***         0.0010         19.03           Log(Fith Revenue Per Employee/CPI) (-1)         0.0928 ***         0.003         -71.92           Log(Firm Revenue Per Employee/CPI) (-1)         0.1286 ***         0.003         3.95           APPLE         -0.1111 ***         0.014         -5.71           GOOGLE         0.606 **         0.0217         28.00           INTUIT         0.2270 ***         0.0223         10.17           PIXAR         0.9625 ***         0.032         31.82           LUCASFILM         -0.1298 **         0.0626         -2.07           Location	LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.2434 ***	0.0395	6.16
Log(Company Tenure) (Months)       0.0684 ***       0.0057       12.04         Log(Company Tenure)^2       -0.0068 ***       0.0006       -10.87         Male       0.0030 ***       0.0006       4.83         DLog(Information Sector Employment in San-Jose)       1.2592 ***       0.0166       75.70         Log(Total Number of Transfers Among Defendants)       0.0789 ***       0.0018       42.98         Year (trend)       0.0105 ***       0.003       -29.97         Log(Number of New Hires In the Firm/Number of Employees(-1))       0.0197 ***       0.0010       19.3         Log(Fitm Revenue Per Employee/CPI) (-1)       0.0217 ***       0.003       -71.92         Log(Firm Revenue Per Employee/CPI) (-1)       0.0228 ***       0.0045       20.50         APPLE       -0.1111 ***       0.0173       5.71         GOOGLE       0.0686 ***       0.0217       28.00         INTUIT       0.2270 ***       0.0223       10.17         PIXAR       0.9625 ***       0.0302       31.82         LUCASFILM       -0.1298 **       0.0626       -2.07         Location (State) Indicators       YES         Constant       YES	Log(Age) (Years)	-0.4166 ***	0.0537	-7.75
Log(Company Tenure)^2       -0.0068 ***       0.0000       -10.87         Male       0.0030 ***       0.0006       4.83         DLog(Information Sector Employment in San-Jose)       1.2592 ***       0.016       75.70         Log(Total Number of Transfers Among Defendants)       0.0789 ***       0.0018       42.98         Year (trend)       -0.0105 ***       0.0003       -29.97         Log(Number of New Hires In the Firm/Number of Employees(-1))       0.0197 ***       0.0010       19.03         Log(Firm Revenue Per Employee/CPI) (-1)       0.0928 ***       0.003       -71.92         Log(Firm Revenue Per Employee/CPI) (-1)       0.0928 ***       0.003       38.95         APPLE       -0.1111 ***       0.014       -5.71         GOOGLE       0.6086 ***       0.0217       28.00         INTUIT       0.2270 ***       0.0223       10.17         PIXAR       0.9625 ***       0.0302       31.82         LUCASFILM       -0.1298 **       0.0626       -2.07         Location (State) Indicators       YES         Constant       YES	Log(Age)^2	0.0498 ***	0.0073	6.79
Male         0.0030 *** 0.0006         4.83           DLog(Information Sector Employment in San-Jose)         1.2592 *** 0.0166         75.70           Log(Total Number of Transfers Among Defendants)         0.0789 *** 0.0018         42.98           Year (trend)         -0.0105 *** 0.0003         -29.97           Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0197 *** 0.0010         19.03           Log(Fortal Number of New Hires)         -0.2174 *** 0.0030         -71.92           Log(Firm Revenue Per Employee/CPI) (-1)         0.0928 *** 0.0045         20.50           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1286 *** 0.0033         38.95           APPLE         -0.1111 *** 0.0194         -5.71           GOOGLE         0.6086 *** 0.0217         28.00           INTEL         0.1019 *** 0.0173         5.89           INTUIT         0.2270 *** 0.0223         10.17           PIXAR         0.9625 *** 0.0302         31.82           LUCASFILM         -0.1298 ** 0.0626         -2.07           Location (State) Indicators         YES           Constant         YES	Log(Company Tenure) (Months)	0.0684 ***	0.0057	12.04
DLog(Information Sector Employment in San-Jose)   1.2592 ***   0.0166   75.70     Log(Total Number of Transfers Among Defendants)   0.0789 ***   0.0018   42.98     Year (trend)   -0.0105 ***   0.0003   -29.97     Log(Number of New Hires In the Firm/Number of Employees(-1))   0.0197 ***   0.0010   19.03     Log(Total Number of New Hires)   -0.2174 ***   0.0030   -71.92     Log(Firm Revenue Per Employee/CPI) (-1)   0.0928 ***   0.0045   20.50     DLog(Firm Revenue Per Employee/CPI) (-1)   0.1286 ***   0.0033   38.95     APPLE   -0.1111 ***   0.0194   -5.71     GOOGLE   0.6086 ***   0.0217   28.00     INTEL   0.1019 ***   0.0173   5.89     INTUIT   0.2270 ***   0.0223   10.17     PIXAR   0.9625 ***   0.0302   31.82     LUCASFILM   -0.1298 **   0.0626   -2.07     Location (State) Indicators   YES     Constant   YES   R-Square   0.924     Total Number of Transfers Among Defendants   42.98     1.2592 ***   0.0018   42.98     1.2592 ***   0.0018   42.98     1.2592 ***   0.0010   19.03     1.2592 ***   0.0010   19.03     1.2592 ***   0.0024     1.2592 ***   0.0010   19.03	Log(Company Tenure)^2	-0.0068 ***	0.0006	-10.87
Log(Total Number of Transfers Among Defendants)       0.0789 *** 0.0018 42.98         Year (trend)       -0.0105 *** 0.0003 -29.97         Log(Number of New Hires In the Firm/Number of Employees(-1))       0.0197 *** 0.0010 19.03         Log(Total Number of New Hires)       -0.2174 *** 0.0030 -71.92         Log(Firm Revenue Per Employee/CPI) (-1)       0.0928 *** 0.0045 20.50         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1286 *** 0.0033 38.95         APPLE       -0.1111 *** 0.0194 -5.71         GOOGLE       0.6086 *** 0.0217 28.00         INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	Male	0.0030 ***	0.0006	4.83
Year (trend)         -0.0105 ***         0.0003         -29.97           Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0197 ***         0.0010         19.03           Log(Total Number of New Hires)         -0.2174 ***         0.0030         -71.92           Log(Firm Revenue Per Employee/CPI) (-1)         0.0928 ***         0.0045         20.50           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1286 ***         0.0033         38.95           APPLE         -0.1111 ***         0.0194         -5.71           GOOGLE         0.6086 ***         0.0217         28.00           INTEL         0.1019 ***         0.0173         5.89           INTUIT         0.2270 ***         0.0223         10.17           PIXAR         0.9625 ***         0.0302         31.82           LUCASFILM         -0.1298 **         0.0626         -2.07           Location (State) Indicators         YES           Constant         YES	DLog(Information Sector Employment in San-Jose)	1.2592 ***	0.0166	75.70
Log(Number of New Hires In the Firm/Number of Employees(-1))       0.0197 *** 0.0010 19.03         Log(Total Number of New Hires)       -0.2174 *** 0.0030 -71.92         Log(Firm Revenue Per Employee/CPI) (-1)       0.0928 *** 0.0045 20.50         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1286 *** 0.0033 38.95         APPLE       -0.1111 *** 0.0194 -5.71         GOOGLE       0.6086 *** 0.0217 28.00         INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	Log(Total Number of Transfers Among Defendants)	0.0789 ***	0.0018	42.98
Log(Total Number of New Hires)       -0.2174 ***       0.0030       -71.92         Log(Firm Revenue Per Employee/CPI) (-1)       0.0928 ***       0.0045       20.50         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1286 ***       0.0033       38.95         APPLE       -0.1111 ***       0.0194       -5.71         GOOGLE       0.6086 ***       0.0217       28.00         INTEL       0.1019 ***       0.0173       5.89         INTUIT       0.2270 ***       0.0223       10.17         PIXAR       0.9625 ***       0.0302       31.82         LUCASFILM       -0.1298 **       0.0626       -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	Year (trend)	-0.0105 ***	0.0003	-29.97
Log(Firm Revenue Per Employee/CPI) (-1)       0.0928 *** 0.0045 20.50         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1286 *** 0.0033 38.95         APPLE       -0.1111 *** 0.0194 -5.71         GOOGLE       0.6086 *** 0.0217 28.00         INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0197 ***	0.0010	19.03
DLog(Firm Revenue Per Employee/CPI) (-1)       0.1286 *** 0.0033 38.95         APPLE       -0.1111 *** 0.0194 -5.71         GOOGLE       0.6086 *** 0.0217 28.00         INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	Log(Total Number of New Hires)	-0.2174 ***	0.0030	-71.92
APPLE       -0.1111 *** 0.0194 -5.71         GOOGLE       0.6086 *** 0.0217 28.00         INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	Log(Firm Revenue Per Employee/CPI) (-1)	0.0928 ***	0.0045	20.50
GOOGLE       0.6086 *** 0.0217 28.00         INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	DLog(Firm Revenue Per Employee/CPI) (-1)	0.1286 ***	0.0033	38.95
INTEL       0.1019 *** 0.0173 5.89         INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	APPLE	-0.1111 ***	0.0194	-5.71
INTUIT       0.2270 *** 0.0223 10.17         PIXAR       0.9625 *** 0.0302 31.82         LUCASFILM       -0.1298 ** 0.0626 -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	GOOGLE	0.6086 ***	0.0217	28.00
PIXAR       0.9625 ***       0.0302       31.82         LUCASFILM       -0.1298 **       0.0626       -2.07         Location (State) Indicators       YES         Constant       YES         R-Square       0.924	INTEL	0.1019 ***	0.0173	5.89
LUCASFILM         -0.1298 **         0.0626         -2.07           Location (State) Indicators         YES           Constant         YES           R-Square         0.924	INTUIT	0.2270 ***	0.0223	10.17
Location (State) IndicatorsYESConstantYESR-Square0.924	PIXAR	0.9625 ***	0.0302	31.82
ConstantYESR-Square0.924	LUCASFILM	-0.1298 **	0.0626	-2.07
R-Square 0.924	Location (State) Indicators	YES		
'	Constant	YES		
Observations 381,288	R-Square	0.924		
	Observations	381,288		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 12B**

### Dr. Leamer's Figure 23 Regression Using Pre-Conduct Period as Benchmark

### Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Conduct * Age \ Conduct * Age^2 \ Conduct * Age^2 \ Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1)) \ -0.0546 *** \ Conduct \ ADOBE * Log(Total Annual Compensation/CPI) (-1) \ APPLE * Log(Total Annual Compensation/CPI) (-1) \ O.7426 *** \ GOOGLE * Log(Total Annual Compensation/CPI) (-1) \ O.4868 *** \ INTUIT * Log(Total Annual Compensation/CPI) (-1) \ O.6285 *** \ INTUIT * Log(Total Annual Compensation/CPI) (-1) \ O.6641 *** \ PIXAR * Log(Total Annual Compensation/CPI) (-1) \ O.6794 ***	0.0008 0.0000 0.0013 0.0159 0.0083 0.0047 0.0031 0.0032 0.0093 0.0084 0.0827 0.0081 0.0049 0.0026	8.05 -8.90 -40.90 -18.61 89.58 151.39 157.85 195.11 71.55 81.00 8.25 28.45 54.82
Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))  Conduct  ADOBE * Log(Total Annual Compensation/CPI) (-1)  APPLE * Log(Total Annual Compensation/CPI) (-1)  GOOGLE * Log(Total Annual Compensation/CPI) (-1)  INTEL * Log(Total Annual Compensation/CPI) (-1)  INTUIT * Log(Total Annual Compensation/CPI) (-1)  INTUIT * Log(Total Annual Compensation/CPI) (-1)  O.6641 ***	0.0013 0.0159 0.0083 0.0047 0.0031 0.0032 0.0093 0.0084 0.0827 0.0081 0.0049 0.0026	-40.90 -18.61 89.58 151.39 157.85 195.11 71.55 81.00 8.25 28.45
Conduct-0.2967 ***ADOBE * Log(Total Annual Compensation/CPI) (-1)0.7426 ***APPLE * Log(Total Annual Compensation/CPI) (-1)0.7137 ***GOOGLE * Log(Total Annual Compensation/CPI) (-1)0.4868 ***INTEL * Log(Total Annual Compensation/CPI) (-1)0.6285 ***INTUIT * Log(Total Annual Compensation/CPI) (-1)0.6641 ***	0.0159 0.0083 0.0047 0.0031 0.0032 0.0093 0.0084 0.0827 0.0081 0.0049	-18.61 89.58 151.39 157.85 195.11 71.55 81.00 8.25 28.45
ADOBE * Log(Total Annual Compensation/CPI) (-1)  APPLE * Log(Total Annual Compensation/CPI) (-1)  GOOGLE * Log(Total Annual Compensation/CPI) (-1)  INTEL * Log(Total Annual Compensation/CPI) (-1)  INTUIT * Log(Total Annual Compensation/CPI) (-1)  O.6285 ***  INTUIT * Log(Total Annual Compensation/CPI) (-1)  O.6641 ***	0.0083 0.0047 0.0031 0.0032 0.0093 0.0084 0.0827 0.0081 0.0049	89.58 151.39 157.85 195.11 71.55 81.00 8.25 28.45
APPLE * Log(Total Annual Compensation/CPI) (-1)  GOOGLE * Log(Total Annual Compensation/CPI) (-1)  INTEL * Log(Total Annual Compensation/CPI) (-1)  INTUIT * Log(Total Annual Compensation/CPI) (-1)  O.6285 ***  O.6641 ***	0.0047 0.0031 0.0032 0.0093 0.0084 0.0827 0.0081 0.0049	151.39 157.85 195.11 71.55 81.00 8.25 28.45
GOOGLE * Log(Total Annual Compensation/CPI) (-1)  INTEL * Log(Total Annual Compensation/CPI) (-1)  INTUIT * Log(Total Annual Compensation/CPI) (-1)  0.4868 ***  0.6285 ***  0.6641 ***	0.0031 0.0032 0.0093 0.0084 0.0827 0.0081 0.0049	157.85 195.11 71.55 81.00 8.25 28.45
INTEL * Log(Total Annual Compensation/CPI) (-1)  O.6285 *** INTUIT * Log(Total Annual Compensation/CPI) (-1)  O.6641 ***	0.0032 0.0093 0.0084 0.0827 0.0081 0.0049 0.0026	195.11 71.55 81.00 8.25 28.45
INTUIT * Log(Total Annual Compensation/CPI) (-1) 0.6641 ***	0.0093 0.0084 0.0827 0.0081 0.0049 0.0026	71.55 81.00 8.25 28.45
	0.0084 0.0827 0.0081 0.0049 0.0026	81.00 8.25 28.45
DIVAP * Log/Total Appual Composation/CDIV (1)	0.0827 0.0081 0.0049 0.0026	8.25 28.45
rivan Log(Total Allitual Compensation/CFI) (-1)	0.0081 0.0049 0.0026	28.45
LUCASFILM * Log(Total Annual Compensation/CPI) (-1) 0.6826 ***	0.0049 0.0026	
ADOBE * Log(Total Annual Compensation/CPI) (-2) 0.2307 ***	0.0026	54.82
APPLE * Log(Total Annual Compensation/CPI) (-2) 0.2675 ***		
GOOGLE * Log(Total Annual Compensation/CPI) (-2) 0.3341 ***		129.27
INTEL * Log(Total Annual Compensation/CPI) (-2) 0.3232 ***	0.0031	104.05
INTUIT * Log(Total Annual Compensation/CPI) (-2) 0.2842 ***	0.0088	32.11
PIXAR * Log(Total Annual Compensation/CPI) (-2) 0.0644 ***	0.0078	8.27
LUCASFILM * Log(Total Annual Compensation/CPI) (-2) 0.2566 ***	0.0822	3.12
Log(Age) (Years) -0.5769 ***	0.0798	-7.23
Log(Age)^2 0.0720 ***	0.0109	6.59
Log(Company Tenure) (Months) 0.0994 ***	0.0079	12.64
Log(Company Tenure)^2 -0.0093 ***	0.0009	-10.65
Male 0.0065 ***	0.0009	6.89
DLog(Information Sector Employment in San-Jose) 1.1685 ***	0.0234	49.89
Log(Total Number of Transfers Among Defendants) 0.0782 ***	0.0025	30.91
Year (trend) -0.0042 ***	0.0005	-8.83
Log(Number of New Hires In the Firm/Number of Employees(-1))  0.0239 ***	0.0014	16.49
Log(Total Number of New Hires) -0.2084 ***	0.0043	-48.83
Log(Firm Revenue Per Employee/CPI) (-1) 0.1131 ***	0.0062	18.39
DLog(Firm Revenue Per Employee/CPI) (-1) 0.1164 ***	0.0044	26.21
APPLE -0.0573 **	0.0292	-1.96
GOOGLE 1.1501 ***	0.0330	34.87
INTEL 0.1375 ***	0.0256	5.38
INTUIT 0.2064 ***	0.0364	5.67
PIXAR 1.5840 ***	0.0521	30.41
LUCASFILM 0.0853	0.1652	0.52
Location (State) Indicators YES		
Constant		
R-Square <b>0.866</b>		
Observations 216,253		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 12C**

### Dr. Leamer's Figure 20 Regression Using Post-Conduct Period as Benchmark

### All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Conduct * Age*2         .00001         .0000         1.3.85           Conduct * Age*2         .00001         .00001         .13.61           Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))         .00114         .0009         12.67           Conduct         .0093         .0112         .8.06           ADDEE * Log(Total Annual Compensation/CPI) (-1)         .0734         .0009         250.23           GOGGLE * Log(Total Annual Compensation/CPI) (-1)         .0763         .0004         270.75           INTLE * Log(Total Annual Compensation/CPI) (-1)         .0763         .0003         207.95           INTLE * Log(Total Annual Compensation/CPI) (-1)         .0763         .0008         272.35           INTLE * Log(Total Annual Compensation/CPI) (-1)         .0734         .0008         223.25           LOCASFILM * Log(Total Annual Compensation/CPI) (-2)         .0252         .0007         .0176           APPLE * Log(Total Annual Compensation/CPI) (-2)         .0260         .0001         .13.04           APPLE * Log(Total Annual Compensation/CPI) (-2)         .0260         .0001         .13.04           APPLE * Log(Total Annual Compensation/CPI) (-2)         .0154         .0001         .13.04           APPLE * Log(Total Annual Compensation/CPI) (-2)         .0156         .0202 <th>Variable</th> <th>Estimate</th> <th>St. Error</th> <th>T-Value</th>	Variable	Estimate	St. Error	T-Value
Conduct ** Log(Number of New Hires In the Firm/Number of Employees(-1))         0.0114 ***         0.0093         12.67           Conduct         -0.0973 ***         0.0121         -8.06           ADOBE** Log(Total Annual Compensation/CPI) (-1)         0.7630 ***         0.0029         25.023           APPLE ** Log(Total Annual Compensation/CPI) (-1)         0.5002 ***         0.0018         277.95           INTEL** Log(Total Annual Compensation/CPI) (-1)         0.5002 ***         0.0013         279.39           INTUIT ** Log(Total Annual Compensation/CPI) (-1)         0.8207 ***         0.003         79.39           PIXAR ** Log(Total Annual Compensation/CPI) (-1)         0.8705 ***         0.005         122.35           LOCASFILM ** Log(Total Annual Compensation/CPI) (-2)         0.2528 ***         0.007         36.11           APPLE** Log(Total Annual Compensation/CPI) (-2)         0.2600 ***         0.0011         48.75           LOGG(GE*** Log(Total Annual Compensation/CPI) (-2)         0.3235 ***         0.001         41.95           INTUIT ** Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.001         41.95           LOG(GE*** Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.001         41.95           LOG(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.002         0.002 <td>Conduct * Age</td> <td>0.0078 ***</td> <td>0.0006</td> <td>13.85</td>	Conduct * Age	0.0078 ***	0.0006	13.85
Conduct         -0.0973 ***         0.0121         -8.06           ADDBE* Log(Total Annual Compensation/CPI) (-1)         0.7630 ***         0.0069         10.30           APDLE * Log(Total Annual Compensation/CPI) (-1)         0.5002 ***         0.0018         27.795           INTEL* Log(Total Annual Compensation/CPI) (-1)         0.6763 ***         0.0013         27.95           INTEL* Log(Total Annual Compensation/CPI) (-1)         0.8703 ***         0.0013         79.99           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.8703 ***         0.0058         122.35           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.8750 ***         0.0078         23.12           ADDBE* Log(Total Annual Compensation/CPI) (-2)         0.2602 ***         0.0011         213.20           APPLE* Log(Total Annual Compensation/CPI) (-2)         0.3684 ***         0.0017         213.20           INTEL* Log(Total Annual Compensation/CPI) (-2)         0.3884 ***         0.0017         213.20           INTEL* Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.0055         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.0055         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.0056         12.20	Conduct * Age^2	-0.0001 ***	0.0000	-13.31
ADOBE * Log(Total Annual Compensation/CPI) (-1)	Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0114 ***	0.0009	12.67
APPLE * Log(Total Annual Compensation/CPI) (-1)         0.7349 *** 0.0029 0.0038 0	Conduct	-0.0973 ***	0.0121	-8.06
GOOGLE* Log(Total Annual Compensation/CPI) (-1)         0.5002 *** 0.0018 27.95           INTEL* Log(Total Annual Compensation/CPI) (-1)         0.6763 *** 0.0034 20.70           INTUIT* Log(Total Annual Compensation/CPI) (-1)         0.8207 *** 0.0058 122.35           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.7036 *** 0.0058 122.35           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.5258 ** 0.0070 36.11           ADDBE* Log(Total Annual Compensation/CPI) (-2)         0.2602 *** 0.0017 213.20           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.3684 *** 0.0017 213.20           INTLI* Log(Total Annual Compensation/CPI) (-2)         0.3235 *** 0.0034 58.44           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1769 *** 0.0055 22.44           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1769 *** 0.0055 22.44           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1143 *** 0.032 2.99           Log(Age) (Years)         0.079 *** 0.0056 1.208           Log(Age) (Years)         0.079 *** 0.0056 1.208           Log(Age) (Years)         0.0020 *** 0.006 1.208           Log(Company Tenure) (Months)         0.0024 *** 0.0056 1.208           Log(Special Annual Compensation/CPI) (-2)         0.0020 *** 0.0056 1.208           Log(Gromany Tenure) (Months)         0.0025 *** 0.0056 1.208           Log(Gromany Tenure) (Months) <td>ADOBE * Log(Total Annual Compensation/CPI) (-1)</td> <td>0.7630 ***</td> <td>0.0069</td> <td>110.30</td>	ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.7630 ***	0.0069	110.30
INTEL* Log(Total Annual Compensation/CPI) (-1)         0.6763 ***         0.003         79.39           INTUIT* Log(Total Annual Compensation/CPI) (-1)         0.7036 ***         0.0103         79.39           PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.7036 ****         0.0038         122.35           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.2528 ****         0.0071         35.08           APDLE* Log(Total Annual Compensation/CPI) (-2)         0.3684 ***         0.0017         213.20           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.3684 ***         0.001         213.20           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.001         213.20           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.001         21.02           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.005         2.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.005         2.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.0760 ***         0.005         2.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.0770 ***         0.000         2.20           Log(Age) (Years)         0.0760 ***         0.000         2.20         2.20	APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7349 ***	0.0029	250.23
NTUIT * Log(Total Annual Compensation/CPI) (-1)	GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.5002 ***	0.0018	277.95
PIXAR * Log(Total Annual Compensation/CPI) (-1)         0.7036 ***         0.0058         12.35           LUCASFILM * Log (Total Annual Compensation/CPI) (-2)         0.8750 ***         0.007         36.11           ADDBE * Log(Total Annual Compensation/CPI) (-2)         0.2602 ***         0.001         85.08           GOGGLE * Log(Total Annual Compensation/CPI) (-2)         0.3684 ***         0.001         21.32           INTEL * Log(Total Annual Compensation/CPI) (-2)         0.3235 ***         0.001         45.84           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.010         45.84           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.055         32.24           IVASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.005         32.24           IVASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1143 ***         0.005         -12.08           Log(Age) (Years)         0.06760 ***         0.050         12.08           Log(Years)         0.0760 ***         0.050         12.08           Log(Company Tenure) (Months)         0.024 ***         0.005         3.24           Male         0.0021 ***         0.000         **         0.006         3.24           Log(Total Number of Transfers Among Defend	INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6763 ***	0.0034	200.70
LUCASFILM* Log(Total Annual Compensation/CPI) (-1)         0.8750 ***         0.0378         23.12           ADOBE * Log(Total Annual Compensation/CPI) (-2)         0.2528 ***         0.0001         36.13           APDLE* Log(Total Annual Compensation/CPI) (-2)         0.3684 ***         0.0017         213.26           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.3385 ***         0.0034         95.84           INTUI* Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.010         14.95           PIXAR* Log(Total Annual Compensation/CPI) (-2)         0.169 ***         0.005         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1148 ***         0.005         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1149 ***         0.005         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1149 ***         0.005         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.0114 ***         0.005         12.08           Log(Age) (Years)         -0.0600 ***         0.005         32.0           Log(Gorpany Tenure) (Months)         0.022 ***         0.005         32.34           Log(Company Tenure) (Months)         0.022 ***         0.020         32.0           Log(Total Number of Trans	INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.8207 ***	0.0103	79.39
ADOBE* Log(Total Annual Compensation/CPI) (-2)         0.2528 *** 0.0070 36.11           APPLE* Log(Total Annual Compensation/CPI) (-2)         0.2602 *** 0.0031 85.08           GOOGLE* Log(Total Annual Compensation/CPI) (-2)         0.3235 *** 0.0014 13.20           INTEL* Log(Total Annual Compensation/CPI) (-2)         0.1548 *** 0.0014 14.95           INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1548 *** 0.0055 32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1143 *** 0.0352 2.99           Log(Age) (Years)         -0.6760 *** 0.0560 1.0.55           Log(Age) (Years)         -0.0760 *** 0.0056 3.21           Log(Company Tenure) (Months)         -0.024 *** 0.0092 *** 0.006 3.21           Male         0.0021 *** 0.0006 3.34           Log(Iformation Sector Employment in San-Jose)         -0.8493 *** 0.0054 1.55           Log(Ifordal Number of Transfers Among Defendants)         0.028 *** 0.001 1.54           Year (trend)         0.013 *** 0.005 1.54           Log(Ifordal Number of New Hires In the Firm/Number of Employees(-1))         -0.032 *** 0.001 1.54           Log(Grical Number of New Hires In the Firm/Number of Employees(-1))         -0.032 *** 0.002 1.54           Log(Firm Revenue Per Employee/CPI) (-1)         -0.028 *** 0.003 1.54           Log(Firm Revenue Per Employee/CPI) (-1)         -0.028 *** 0.004 1.6.61           LOG(SETION OR COLLE)         <	PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.7036 ***	0.0058	122.35
APPLE * Log(Total Annual Compensation/CPI) (-2)         0.2602 *** 0.0031         85.08           GOOGLE * Log(Total Annual Compensation/CPI) (-2)         0.3684 *** 0.0017         213.20           INTEL * Log(Total Annual Compensation/CPI) (-2)         0.3235 *** 0.0034         95.84           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1548 *** 0.0055         32.24           LOG(Asplith * Log(Total Annual Compensation/CPI) (-2)         0.1143 *** 0.0382         2.99           Log(Age) (Years)         -0.6760 *** 0.0560         -12.08           Log(Age) (Years)         -0.0797 *** 0.0076         10.55           Log(Company Tenure) (Months)         -0.024 *** 0.006         3.21           Male         0.0021 *** 0.000         3.24           Log(Information Sector Employment in San-Jose)         -0.8493 *** 0.0054         -1.57           Log(Information Sector Employment in San-Jose)         -0.8493 *** 0.0054         -1.57           Log(Information Sector Employment in San-Jose)         -0.8493 *** 0.0054         -1.57           Log(Information Sector Employment in San-Jose)         -0.0287 *** 0.0012         -2.61.5           Log(Information Sector Employment in San-Jose)         -0.0287 *** 0.0012         -2.61.5           Log(Information Sector Employment in San-Jose)         -0.0287 *** 0.0012         -2.61.5           Log(	LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.8750 ***	0.0378	23.12
GOOGLE * Log(Total Annual Compensation/CPI) (-2)         0.3684 ***         0.0017 213.20           INTEL * Log(Total Annual Compensation/CPI) (-2)         0.3235 ***         0.0034 95.84           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.0015 25.22           INXAR * Log(Total Annual Compensation/CPI) (-2)         0.169 ***         0.0055 22.24           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1143 ***         0.0382 2.99           LOG(Age) (Years)         -0.6760 ***         0.0382 2.99           Log(Age) (Years)         -0.077 ***         0.005 1.05           Log(Company Tenure) (Months)         -0.025 ***         0.000 2.20           Log(Company Tenure) (Months)         -0.0021 ***         0.000 2.20           Log(Company Tenure) (Months)         -0.0021 ***         0.000 2.20           Log(Company Tenure) (Months)         -0.0021 ***         0.000 6.32           Log(Company Tenure) (Months)         -0.0021 ***         0.000 6.32           Log(Company Tenure) (Months)         0.0021 ***         0.000 6.32           Log(Company Tenure) (Months)         0.0021 ***         0.000 6.32           Log(Company Tenure) (Months)         0.0021 ***         0.000 6.32           Log(Company Tenure) (Months)         0.00287 ***         0.001 9.2	ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.2528 ***	0.0070	36.11
INTEL * Log(Total Annual Compensation/CPI) (-2)         0.3235 ***         0.0034         95.84           INTUIT * Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.0104         14.95           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.0055         32.24           LOGASPILM * Log(Total Annual Compensation/CPI) (-2)         0.1143 ***         0.0382         2.99           Log(Age) (Years)         -0.6760 ***         0.0560         10.58           Log(Company Tenure) (Months)         -0.0254 ***         0.007 ***         0.006         3.21           Log(Company Tenure) (Months)         -0.022 ***         0.0000 ***         0.006         3.21           Male         0.0021 ***         0.0006 ***         0.006         3.24           Log(Information Sector Employment in San-Jose)         -0.493 ***         0.001 ***         0.006         3.24           Log(Total Number of Transfers Among Defendants)         0.0247 ***         0.001 ***         0.001 **         1.5.70           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 ***         0.001 **         0.001 **         2.01           Log(Firm Revenue Per Employee/CPI) (-1)         0.0268 ***         0.004 **         0.01         3.04           APPLE         0.0203 ***	APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2602 ***	0.0031	85.08
INTUIT* Log(Total Annual Compensation/CPI) (-2)         0.1548 ***         0.0104         14.95           PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.0055         32.24           LUCASFILM* Log(Total Annual Compensation/CPI) (-2)         0.1143 ***         0.0382         2.99           Log(Age) (Years)         -0.6760 ***         0.0560         -12.08           Log(Age)^2         0.0025 ***         0.0058         -4.39           Log(Company Tenure) (Months)         -0.0254 ***         0.0002         ***           Log(Information Sector Employment in San-Jose)         -0.8493 ***         0.0541         -1.70           Log(Total Number of Transfers Among Defendants)         0.0113 ***         0.001         +1.70           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 ***         0.001         -26.15           Log(Total Number of New Hires)         0.0683 ***         0.001         -26.15           Log(Total Number of New Hires)         0.0683 ***         0.005         23.30           Log(Spirm Revenue Per Employee/CPI) (-1)         -0.0268 ***         0.004         -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 ***         0.003         3.43           INTEL         0.0757 ***         0.016         4.47	GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3684 ***	0.0017	213.20
PIXAR * Log(Total Annual Compensation/CPI) (-2)         0.1769 ***         0.0055         32.24           LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1143 ***         0.0382         2.99           Log(Age) (Years)         -0.6760 ***         0.050         -12.08           Log(Age)^2         0.0079 ***         0.0076         10.55           Log(Company Tenure) (Months)         -0.0254 ***         0.000         **         4.09           Log(Company Tenure)^2         0.0020 ***         0.000         3.21           Male         0.0021 ***         0.000         3.24           Log(Information Sector Employment in San-Jose)         -0.8493 ***         0.001         15.70           Log(Information Sector Employment in San-Jose)         -0.8493 ***         0.001         2.70           Log(Total Number of Transfers Among Defendants)         0.0287 ***         0.001         2.51           Year (trend)         0.0113 ***         0.001         2.51           Log(Total Number of New Hires In the Firm/Number of Employees(-1))         -0.025 ***         0.001         2.51           Log(Firm Revenue Per Employee/CPI) (-1)         0.0268 ***         0.004         6.61           Log(Firm Revenue Per Employee/CPI) (-1)         0.1248 ***         0.023         3.21	INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3235 ***	0.0034	95.84
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)         0.1143 ***         0.0382         2.99           Log(Age) (Years)         -0.6760 ***         0.050         -12.08           Log(Age)^2         0.0797 ***         0.005         10.55           Log(Company Tenure) (Months)         -0.0254 ***         0.008         -4.39           Log(Company Tenure)^2         0.0021 ***         0.000         3.21           Male         0.0021 ***         0.006         3.34           DLog(Information Sector Employment in San-Jose)         -0.8493 ***         0.0541         -15.70           Log(Total Number of Transfers Among Defendants)         0.0287 ***         0.005         23.30           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 ***         0.0013         2-26.15           Log(Firm Revenue Per Employee/CPI) (-1)         -0.0268 ***         0.004         -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 ***         0.032         39.43           APPLE         0.2203 ***         0.0187         11.80           GOGLE         1.1437 ***         0.016         4.47           INTUIT         0.2278 ***         0.024         9.23           PIXAR         0.2278 ***         0.024         9.23 <td>INTUIT * Log(Total Annual Compensation/CPI) (-2)</td> <td>0.1548 ***</td> <td>0.0104</td> <td>14.95</td>	INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.1548 ***	0.0104	14.95
Log(Age) (Years)         -0.6760 *** 0.0797 *** 0.0076 10.55           Log(Company Tenure) (Months)         -0.0254 *** 0.0058 -4.39           Log(Company Tenure)^2         0.0020 *** 0.0006 3.21           Male         0.0021 *** 0.0006 3.34           DLog(Information Sector Employment in San-Jose)         -0.8493 *** 0.0541 -15.70           Log(Total Number of Transfers Among Defendants)         0.0287 *** 0.0019 5.33           Vear (trend)         0.0113 *** 0.0005 23.30           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 *** 0.0012 -26.15           Log(Total Number of New Hires)         0.0683 *** 0.0059 11.64           Log(Firm Revenue Per Employee/CPI) (-1)         -0.0268 *** 0.0040 -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 *** 0.0032 39.43           APPLE         0.2203 *** 0.0187 11.80           GOOGLE         1.1437 *** 0.0196 58.31           INTEL         0.0757 *** 0.0169 4.47           INTUIT         0.2278 *** 0.0247 9.23           PIXAR         0.8522 *** 0.0283 30.13           LOCASFILM         0.1705 *** 0.0507 3.36           Location (State) Indicators         YES           Constant         YES           Constant         YES	PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1769 ***	0.0055	32.24
Log(Age)^2         0.0797 *** 0.0076 10.55           Log(Company Tenure) (Months)         -0.0254 *** 0.0058 -4.39           Log(Company Tenure)^2         0.0020 *** 0.0006 3.21           Male         0.0021 *** 0.0006 3.34           DLog(Information Sector Employment in San-Jose)         -0.8493 *** 0.054 1 -15.70           Log(Total Number of Transfers Among Defendants)         0.0287 *** 0.0019 15.14           Year (trend)         0.0113 *** 0.005 2 3.30           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 *** 0.0012 -26.15           Log(Total Number of New Hires)         0.0683 *** 0.0059 11.64           Log(Firm Revenue Per Employee/CPI) (-1)         -0.0268 *** 0.004 0 -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 *** 0.003 0 -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 *** 0.003 0 -6.61           MPPLE         0.2203 *** 0.0187 0 -6.1           GOOGLE         1.1437 *** 0.016 0 -5.81           INTEL         0.0277 *** 0.0169 0 -6.1           INTUIT         0.2278 *** 0.0247 0 -9.23           PIXAR         0.8522 *** 0.0283 0 -0.03           LOCASFILM         0.1705 *** 0.0507 0 -0.03           Location (State) Indicators         YES           Constant         745           R-Square         0.0922	LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.1143 ***	0.0382	2.99
Log(Company Tenure) (Months)         -0.0254 ***         0.0058         -4.39           Log(Company Tenure)^2         0.0020 ***         0.0000         3.21           Male         0.0021 ***         0.0001         3.34           DLog(Information Sector Employment in San-Jose)         -0.8493 ***         0.054         -15.70           Log(Total Number of Transfers Among Defendants)         0.0287 ***         0.0019         15.14           Year (trend)         0.0113 ***         0.005         23.30           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 ***         0.0012         -26.15           Log(Fotal Number of New Hires)         0.0683 ***         0.0059         11.64           Log(Firm Revenue Per Employee/CPI) (-1)         -0.0268 ***         0.004         -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 ***         0.003         39.43           APPLE         0.2203 ***         0.0189         11.80           GOOGLE         1.1437 ***         0.0169         58.31           INTUIT         0.2278 ***         0.0247         9.23           PIXAR         0.8522 ***         0.0247         9.23           LOCASFILM         0.1705 ***         0.0507         3.36 <tr< td=""><td>Log(Age) (Years)</td><td>-0.6760 ***</td><td>0.0560</td><td>-12.08</td></tr<>	Log(Age) (Years)	-0.6760 ***	0.0560	-12.08
Log(Company Tenure)^2       0.0020 *** 0.0006       3.21         Male       0.0021 *** 0.0006       3.34         DLog(Information Sector Employment in San-Jose)       -0.8493 *** 0.0541       -15.70         Log(Total Number of Transfers Among Defendants)       0.0287 *** 0.0019       15.14         Year (trend)       0.0113 *** 0.005       23.30         Log(Number of New Hires In the Firm/Number of Employees(-1))       -0.0325 *** 0.0012       -26.15         Log(Form Revenue Per Employee/CPI) (-1)       -0.0688 *** 0.0059       11.64         Log(Firm Revenue Per Employee/CPI) (-1)       0.0248 *** 0.0032       39.43         APPLE       0.2203 *** 0.0187       11.80         GOOGLE       1.1437 *** 0.0169       58.31         INTEL       0.0757 *** 0.0169       4.47         INTUIT       0.2278 *** 0.0243       30.3         PIXAR       0.8522 *** 0.0283       30.13         LOCASFILM       0.1705 *** 0.0507       3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.0922	Log(Age)^2	0.0797 ***	0.0076	10.55
Male         0.0021 *** 0.006 3.34           DLog(Information Sector Employment in San-Jose)         -0.8493 *** 0.0541 -15.70           Log(Total Number of Transfers Among Defendants)         0.0287 *** 0.0019 15.14           Year (trend)         0.0113 *** 0.0005 23.30           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 *** 0.0012 -26.15           Log(Total Number of New Hires)         0.0683 *** 0.0059 11.64           Log(Firm Revenue Per Employee/CPI) (-1)         -0.0268 *** 0.0040 -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 *** 0.0032 39.43           APPLE         0.2203 *** 0.0187 11.80           GOOGLE         1.1437 *** 0.0169 58.31           INTEL         0.0757 *** 0.0169 4.47           INTUIT         0.2278 *** 0.0247 9.23           PIXAR         0.8522 *** 0.0283 30.13           LOCASFILM         0.1705 *** 0.0507 3.36           Location (State) Indicators         YES           Constant         YES           R-Square         0.922	Log(Company Tenure) (Months)	-0.0254 ***	0.0058	-4.39
DLog(Information Sector Employment in San-Jose)   -0.8493 ***   0.0541   -15.70     Log(Total Number of Transfers Among Defendants)   0.0287 ***   0.0019   15.14     Year (trend)   0.0113 ***   0.0005   23.30     Log(Number of New Hires In the Firm/Number of Employees(-1))   -0.0325 ***   0.0012   -26.15     Log(Total Number of New Hires)   0.0683 ***   0.0059   11.64     Log(Firm Revenue Per Employee/CPI) (-1)   -0.0268 ***   0.0040   -6.61     DLog(Firm Revenue Per Employee/CPI) (-1)   0.1248 ***   0.0032   39.43     APPLE   0.2203 ***   0.0187   11.80     GOOGLE   1.1437 ***   0.0196   58.31     INTEL   0.0757 ***   0.0169   4.47     INTUIT   0.2278 ***   0.0247   9.23     PIXAR   0.8522 ***   0.0283   30.13     LUCASFILM   0.1705 ***   0.0507   3.36     Location (State) Indicators   YES     Constant   YES     R-Square   0.922	Log(Company Tenure)^2	0.0020 ***	0.0006	3.21
Log(Total Number of Transfers Among Defendants)       0.0287 *** 0.0019 15.14       15.14         Year (trend)       0.0113 *** 0.0005 23.30         Log(Number of New Hires In the Firm/Number of Employees(-1))       -0.0325 *** 0.0012 -26.15         Log(Total Number of New Hires)       0.0683 *** 0.0059 11.64         Log(Firm Revenue Per Employee/CPI) (-1)       -0.0268 *** 0.0040 -6.61         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1248 *** 0.0032 39.43         APPLE       0.2203 *** 0.0187 11.80         GOOGLE       1.1437 *** 0.0196 58.31         INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	Male	0.0021 ***	0.0006	3.34
Year (trend)         0.0113 ***         0.0005         23.30           Log(Number of New Hires In the Firm/Number of Employees(-1))         -0.0325 ***         0.0012         -26.15           Log(Total Number of New Hires)         0.0683 ***         0.0059         11.64           Log(Firm Revenue Per Employee/CPI) (-1)         -0.0268 ***         0.0040         -6.61           DLog(Firm Revenue Per Employee/CPI) (-1)         0.1248 ***         0.0032         39.43           APPLE         0.2203 ***         0.0187         11.80           GOOGLE         1.1437 ***         0.0196         58.31           INTEL         0.0757 ***         0.0169         4.47           INTUIT         0.2278 ***         0.0247         9.23           PIXAR         0.8522 ***         0.0283         30.13           LUCASFILM         0.1705 ***         0.0507         3.36           Location (State) Indicators         YES           Constant         YES           R-Square         0.922	DLog(Information Sector Employment in San-Jose)	-0.8493 ***	0.0541	-15.70
Log(Number of New Hires In the Firm/Number of Employees(-1))       -0.0325 *** 0.0012 -26.15         Log(Total Number of New Hires)       0.0683 *** 0.0059 11.64         Log(Firm Revenue Per Employee/CPI) (-1)       -0.0268 *** 0.0040 -6.61         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1248 *** 0.0032 39.43         APPLE       0.2203 *** 0.0187 11.80         GOOGLE       1.1437 *** 0.0196 58.31         INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	Log(Total Number of Transfers Among Defendants)	0.0287 ***	0.0019	15.14
Log(Total Number of New Hires)       0.0683 ***       0.0059       11.64         Log(Firm Revenue Per Employee/CPI) (-1)       -0.0268 ***       0.0040       -6.61         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1248 ***       0.0032       39.43         APPLE       0.2203 ***       0.0187       11.80         GOOGLE       1.1437 ***       0.0196       58.31         INTUIT       0.0757 ***       0.0169       4.47         INTUIT       0.2278 ***       0.0247       9.23         PIXAR       0.8522 ***       0.0283       30.13         LUCASFILM       0.1705 ***       0.0507       3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	Year (trend)	0.0113 ***	0.0005	23.30
Log(Firm Revenue Per Employee/CPI) (-1)       -0.0268 *** 0.0040 -6.61         DLog(Firm Revenue Per Employee/CPI) (-1)       0.1248 *** 0.0032 39.43         APPLE       0.2203 *** 0.0187 11.80         GOOGLE       1.1437 *** 0.0196 58.31         INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	Log(Number of New Hires In the Firm/Number of Employees(-1))	-0.0325 ***	0.0012	-26.15
DLog(Firm Revenue Per Employee/CPI) (-1)       0.1248 *** 0.0032 39.43         APPLE       0.2203 *** 0.0187 11.80         GOOGLE       1.1437 *** 0.0196 58.31         INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	Log(Total Number of New Hires)	0.0683 ***	0.0059	11.64
APPLE       0.2203 *** 0.0187 11.80         GOOGLE       1.1437 *** 0.0196 58.31         INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	Log(Firm Revenue Per Employee/CPI) (-1)	-0.0268 ***	0.0040	-6.61
GOOGLE       1.1437 *** 0.0196 58.31         INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	DLog(Firm Revenue Per Employee/CPI) (-1)	0.1248 ***	0.0032	39.43
INTEL       0.0757 *** 0.0169 4.47         INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	APPLE	0.2203 ***	0.0187	11.80
INTUIT       0.2278 *** 0.0247 9.23         PIXAR       0.8522 *** 0.0283 30.13         LUCASFILM       0.1705 *** 0.0507 3.36         Location (State) Indicators       YES         Constant       YES         R-Square       0.922	GOOGLE	1.1437 ***	0.0196	58.31
PIXAR         0.8522 *** 0.0283 30.13           LUCASFILM         0.1705 *** 0.0507 3.36           Location (State) Indicators         YES           Constant         YES           R-Square         0.922	INTEL	0.0757 ***	0.0169	4.47
LUCASFILM         0.1705 ***         0.0507         3.36           Location (State) Indicators         YES           Constant         YES           R-Square         0.922	INTUIT	0.2278 ***	0.0247	9.23
Location (State) IndicatorsYESConstantYESR-Square0.922	PIXAR	0.8522 ***	0.0283	30.13
ConstantYESR-Square0.922	LUCASFILM	0.1705 ***	0.0507	3.36
R-Square 0.922	Location (State) Indicators	YES		
•	Constant	YES		
Observations 399,299	R-Square	0.922		
	Observations	399,299		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 12D**

### Dr. Leamer's Figure 23 Regression Using Post-Conduct Period as Benchmark

### Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
Conduct * Age	0.0096 ***	0.0008	12.31
Conduct * Age^2	-0.0001 ***	0.0000	-11.96
Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0008	0.0012	0.70
Conduct	-0.1544 ***	0.0165	-9.37
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.7523 ***	0.0092	81.89
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7161 ***	0.0039	181.32
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4438 ***	0.0023	193.37
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6464 ***	0.0041	156.05
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7732 ***	0.0151	51.22
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.7071 ***	0.0085	83.39
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.9511 ***	0.0719	13.24
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.2530 ***	0.0094	26.98
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2581 ***	0.0041	62.57
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3655 ***	0.0022	165.61
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3478 ***	0.0041	84.01
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.1837 ***	0.0151	12.18
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1052 ***	0.0078	13.57
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.0413	0.0720	0.57
Log(Age) (Years)	-0.9447 ***	0.0755	-12.51
Log(Age)^2	0.1145 ***	0.0102	11.21
Log(Company Tenure) (Months)	-0.0094	0.0078	-1.21
Log(Company Tenure)^2	0.0008	0.0009	0.98
Male	0.0065 ***	0.0009	6.91
DLog(Information Sector Employment in San-Jose)	-0.9430 ***	0.0718	-13.14
Log(Total Number of Transfers Among Defendants)	0.0088 ***	0.0026	3.41
Year (trend)	0.0148 ***	0.0006	22.84
Log(Number of New Hires In the Firm/Number of Employees(-1))	-0.0367 ***	0.0017	-21.93
Log(Total Number of New Hires)	0.0834 ***	0.0078	10.64
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0112 **	0.0054	-2.05
DLog(Firm Revenue Per Employee/CPI) (-1)	0.1110 ***	0.0042	26.40
APPLE	0.2949 ***	0.0283	10.42
GOOGLE	1.4735 ***	0.0292	50.43
INTEL	0.0390	0.0255	1.53
INTUIT	0.2932 ***	0.0406	7.21
PIXAR	1.2492 ***	0.0487	25.67
LUCASFILM	0.0692	0.1083	0.64
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.869		
Observations	236,748		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 13A**

### Dr. Leamer's Figure 20 Regression Estimated Using Non-Conduct Period Data

### All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6108 ***	0.0072	84.47
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7408 ***	0.0036	205.55
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4578 ***	0.0026	175.14
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6685 ***	0.0034	196.94
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7266 ***	0.0063	115.16
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.8377 ***	0.0219	38.18
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.9990 ***	0.0845	11.82
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3441 ***	0.0067	51.72
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2708 ***	0.0036	74.65
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3957 ***	0.0028	141.55
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.2620 ***	0.0032	81.66
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2413 ***	0.0060	40.26
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1329 ***	0.0201	6.60
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.0161	0.0856	0.19
Log(Age) (Years)	0.0292	0.0436	0.67
Log(Age)^2	-0.0122 **	0.0059	-2.07
Log(Company Tenure) (Months)	-0.0613 ***	0.0071	-8.59
Log(Company Tenure)^2	0.0064 ***	0.0008	8.21
Male	0.0041 ***	0.0007	5.58
DLog(Information Sector Employment in San-Jose)	1.3739 ***	0.0252	54.58
Log(Total Number of Transfers Among Defendants)	0.0610 ***	0.0027	22.79
Year (trend)	0.0028 ***	0.0007	3.93
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0365 ***	0.0013	27.33
Log(Total Number of New Hires)	-0.2303 ***	0.0053	-43.47
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0961 ***	0.0048	-19.94
DLog(Firm Revenue Per Employee/CPI) (-1)	0.0715 ***	0.0062	11.50
APPLE	-0.2454 ***	0.0216	-11.37
GOOGLE	0.8453 ***	0.0233	36.31
INTEL	0.1981 ***	0.0195	10.18
INTUIT	-0.0736 ***	0.0242	-3.04
PIXAR	-0.0559	0.0473	-1.18
LUCASFILM	-0.2748 ***	0.0708	-3.88
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.937		
Observations	237,351		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 13B**

### Dr. Leamer's Figure 23 Regression Estimated Using Non-Conduct Period Data

### Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.5929 ***	0.0100	59.23
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7428 ***	0.0049	151.07
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4205 ***	0.0033	129.36
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6526 ***	0.0043	153.41
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7101 ***	0.0092	76.79
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.9381 ***	0.0359	26.12
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.9713 ***	0.1224	7.94
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3475 ***	0.0092	37.69
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2392 ***	0.0050	48.28
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3895 ***	0.0036	108.96
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.2660 ***	0.0040	66.55
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2593 ***	0.0087	29.69
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.0343	0.0307	1.12
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.0629	0.1247	0.50
Log(Age) (Years)	-0.2740 ***	0.0614	-4.46
Log(Age)^2	0.0282 ***	0.0083	3.38
Log(Company Tenure) (Months)	-0.0758 ***	0.0096	-7.89
Log(Company Tenure)^2	0.0086 ***	0.0011	8.09
Male	0.0071 ***	0.0011	6.43
DLog(Information Sector Employment in San-Jose)	1.3635 ***	0.0362	37.70
Log(Total Number of Transfers Among Defendants)	0.0650 ***	0.0038	17.33
Year (trend)	0.0034 ***	0.0011	3.16
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0495 ***	0.0018	26.92
Log(Total Number of New Hires)	-0.2480 ***	0.0078	-31.98
Log(Firm Revenue Per Employee/CPI) (-1)	-0.0458 ***	0.0067	-6.82
DLog(Firm Revenue Per Employee/CPI) (-1)	0.0388 ***	0.0086	4.51
APPLE	-0.1750 ***	0.0326	-5.37
GOOGLE	0.9977 ***	0.0343	29.13
INTEL	0.2041 ***	0.0293	6.96
INTUIT	-0.1603 ***	0.0388	-4.13
PIXAR	-0.1585 *	0.0893	-1.77
LUCASFILM	-0.5484 ***	0.1265	-4.34
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.895		
Observations	137,271		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 14A**

### Dr. Leamer's Figure 20 Regression Including Change in S&P 500

### All-Salaried Employee Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
Conduct * Age	0.0066 ***	0.0005	13.98
Conduct * Age^2	-0.0001 ***	0.0000	-13.83
Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0043 ***	0.0008	5.54
Conduct	-0.1309 ***	0.0100	-13.04
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6894 ***	0.0054	126.98
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7449 ***	0.0027	280.12
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4988 ***	0.0017	293.05
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6678 ***	0.0024	282.12
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.7070 ***	0.0058	122.77
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6943 ***	0.0069	100.22
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.8204 ***	0.0363	22.62
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3023 ***	0.0053	57.04
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2581 ***	0.0027	94.33
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3694 ***	0.0016	225.49
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3012 ***	0.0023	130.80
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2567 ***	0.0056	46.04
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1985 ***	0.0067	29.56
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.1737 ***	0.0366	4.74
Log(Age) (Years)	-0.3495 ***	0.0415	-8.42
Log(Age)^2	0.0380 ***	0.0056	6.74
Log(Company Tenure) (Months)	0.0039	0.0050	0.78
Log(Company Tenure)^2	-0.0005	0.0006	-0.92
Male	0.0027 ***	0.0005	4.93
DLog(Information Sector Employment in San-Jose)	1.5373 ***	0.0151	101.59
Log(Total Number of Transfers Among Defendants)	0.0566 ***	0.0020	27.69
DLog(S&P 500 Net Total Return Index/CPI)	0.0656 ***	0.0023	28.72
Year (trend)	0.0026 ***	0.0003	7.45
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0135 ***	0.0009	14.55
Log(Total Number of New Hires)	-0.2182 ***	0.0024	-92.01
Log(Firm Revenue Per Employee/CPI) (-1)	-0.1319 ***	0.0037	-36.14
DLog(Firm Revenue Per Employee/CPI) (-1)	0.2371 ***	0.0033	70.97
APPLE	0.0747 ***	0.0162	4.62
GOOGLE	1.0592 ***	0.0174	60.95
INTEL	0.1542 ***	0.0146	10.59
INTUIT	0.1485 ***	0.0193	7.71
PIXAR	0.7001 ***	0.0422	16.60
LUCASFILM	0.1483 ***	0.0480	3.09
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.926		
Observations	504,897		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.

### **Appendix 14B**

### Dr. Leamer's Figure 23 Regression Including Change in S&P 500

### Technical, Creative and R&D Class

**Dependant Variable:** Log(Total Annual Compensation/CPI)

Variable	Estimate	St. Error	T-Value
Conduct * Age	0.0077 ***	0.0007	11.44
Conduct * Age^2	-0.0001 ***	0.0000	-11.18
Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1))	-0.0099 ***	0.0010	-9.44
Conduct	-0.1717 ***	0.0141	-12.16
ADOBE * Log(Total Annual Compensation/CPI) (-1)	0.6662 ***	0.0073	91.42
APPLE * Log(Total Annual Compensation/CPI) (-1)	0.7299 ***	0.0037	199.33
GOOGLE * Log(Total Annual Compensation/CPI) (-1)	0.4425 ***	0.0022	202.73
INTEL * Log(Total Annual Compensation/CPI) (-1)	0.6405 ***	0.0030	215.77
INTUIT * Log(Total Annual Compensation/CPI) (-1)	0.6672 ***	0.0085	78.91
PIXAR * Log(Total Annual Compensation/CPI) (-1)	0.6508 ***	0.0106	61.63
LUCASFILM * Log(Total Annual Compensation/CPI) (-1)	0.8548 ***	0.0691	12.37
ADOBE * Log(Total Annual Compensation/CPI) (-2)	0.3141 ***	0.0071	44.00
APPLE * Log(Total Annual Compensation/CPI) (-2)	0.2505 ***	0.0038	66.22
GOOGLE * Log(Total Annual Compensation/CPI) (-2)	0.3607 ***	0.0021	171.44
INTEL * Log(Total Annual Compensation/CPI) (-2)	0.3177 ***	0.0029	110.53
INTUIT * Log(Total Annual Compensation/CPI) (-2)	0.2888 ***	0.0082	35.32
PIXAR * Log(Total Annual Compensation/CPI) (-2)	0.1053 ***	0.0097	10.90
LUCASFILM * Log(Total Annual Compensation/CPI) (-2)	0.1398 **	0.0692	2.02
Log(Age) (Years)	-0.5757 ***	0.0587	-9.80
Log(Age)^2	0.0676 ***	0.0080	8.46
Log(Company Tenure) (Months)	0.0204 ***	0.0068	3.00
Log(Company Tenure)^2	-0.0016 **	0.0008	-2.14
Male	0.0064 ***	0.0008	7.86
DLog(Information Sector Employment in San-Jose)	1.5716 ***	0.0209	75.07
Log(Total Number of Transfers Among Defendants)	0.0443 ***	0.0028	16.05
DLog(S&P 500 Net Total Return Index/CPI)	0.0881 ***	0.0031	28.55
Year (trend)	0.0078 ***	0.0005	16.67
Log(Number of New Hires In the Firm/Number of Employees(-1))	0.0213 ***	0.0013	16.62
Log(Total Number of New Hires)	-0.2308 ***	0.0033	-70.79
Log(Firm Revenue Per Employee/CPI) (-1)	-0.1028 ***	0.0051	-20.31
DLog(Firm Revenue Per Employee/CPI) (-1)	0.2359 ***	0.0045	52.12
APPLE	0.1328 ***	0.0244	5.44
GOOGLE	1.4013 ***	0.0259	54.09
INTEL	0.1574 ***	0.0218	7.20
INTUIT	0.1378 ***	0.0315	4.38
PIXAR	1.5355 ***	0.0770	19.94
LUCASFILM	0.0399	0.1036	0.38
Location (State) Indicators	YES		
Constant	YES		
R-Square	0.875		
Observations	292,489		

Note: \*\*\* Significant at 1% level, \*\* Significant at 5% level, \* Significant at 10% level.